

Modern Slavery Act Statement 2018

Foster + Partners

Modern Slavery Act Statement for the financial year ending 30 April 2018

Introduction

We are committed to improving our practices to combat slavery and human trafficking.

Our business, structure and supply chains

Foster + Partners is an international studio for architecture, engineering and design, led by Founder and Chairman Norman Foster and a Partnership Board. We are a global provider of design services, with buildings in six continents.

Foster + Partners Limited is our UK trading company, based in London, and with subsidiary companies and branch offices throughout the world. Foster + Partners Limited is part of the Foster + Partners Group and our ultimate parent company is Foster + Partners Group Limited, which also has its head office in London. The Group employs 1300 people worldwide.

Our supply chains mainly comprise professional consultancies providing design and other services required during the architectural and engineering design process.

Our policies on slavery and human trafficking

We have a zero tolerance of slavery and human trafficking and are committed to ensuring that there is no slavery or human trafficking in any part of our business or in our supply chains.

Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in our business relationships and to implementing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains. Our Anti-Slavery and Human Trafficking Policy is appended to this Statement.

As part of our Ethics policy, we ensure that salaries paid to staff globally are done so on a fair and comparable basis regardless of an employees' ethnicity. We carry out benchmarking globally, and comply with minimum wage standards such as the London Living Wage.

We require our suppliers to comply with all applicable laws, statutes, regulations and codes from time to time in force in relation to the prevention of slavery and human trafficking and to implement due diligence procedures for their own supply chains to ensure that there is no slavery or human trafficking therein.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate the risk of slavery and human trafficking, we have carried out a risk assessment of our business and supply chains, and analysed the following potential external risk areas as follows:

- Country Risk – Medium to High. Although we run most of our projects from our London office, we operate throughout the world, including in the Middle East and Asia.
- Sector Risk – Low. Although construction is seen among the highest risk sector for labour exploitation, we are a design practice and we are not directly involved in building activities.
- Transaction Risk – Low. We have built strong relationships over the past decades with sub-consultants of international repute, with whom we operate repeatedly across various jurisdictions. We carry out due diligence in relation to all our sub-consultants, and ensure that they have appropriate measures in place to safeguard against the occurrence of slavery and human trafficking within their company and supply chains.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and our supply chains, we provide training to relevant members of our staff and make our Anti-Slavery and Human Trafficking Policy available to all staff members via our Intranet. We ask all new starters to read the Policy.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our anti-slavery and human trafficking statement for the financial year ending 30 April 2018.

Signed



Matthew Streets

Managing Partner

Foster + Partners Limited

Anti-Slavery and Human Trafficking Policy

Foster + Partners

SECTION 1: Policy Statement

- 1.1** Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chains.
- 1.2** We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our consultants, suppliers and business partners (together 'Suppliers'), and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect our Suppliers to hold their own Suppliers to the same high standards.
- 1.3** This policy applies to our Suppliers and all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, interns, agents, contractors, external consultants, third-party representatives and business partners.
- 1.4** This policy does not form part of any employee's contract of employment and we may amend it at any time.

SECTION 2: Responsibility for the policy within Foster + Partners

- 2.1** At Board level for Foster + Partners, Matthew Streets shall be responsible for overseeing and implementing the Policy. Matthew Streets shall sign and publish the company's annual Modern Slavery statement.
- 2.2** Responsibility also lies with the following:
- (a)** Legal: Michelle Guthrie/Rhian Deakin who can be contacted on **mguthrie@fosterandpartners.com** and **rdeakin@fosterandpartners.com** respectively.
 - (b)** Human Resources: Charlotte Sword who can be contacted on **csword@fosterandpartners.com**
 - (c)** Procurement: Stuart Latham (design sub-consultants and JV partners) who can be contacted on **slatham@fosterandpartners.com**
 - (d)** Corporate Social Responsibility: Chris Trott who can be contacted on **ctrott@fosterandpartners.com**

- 2.3** Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy.
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SECTION 3: Compliance with the policy

- 3.1** You must ensure that you read, understand and comply with this policy.
- 3.2** The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.
- 3.3** Employees of Foster + Partners must notify their manager, Matthew Streets, Rhian Deakin, Michelle Guthrie or the confidential helpline referenced in the Whistleblowing Policy as soon as possible if they believe or suspect that a breach of this policy has occurred, or may occur in the future. Suppliers must notify a representative of Foster + Partners named in Section 2.2 of this Policy.
- 3.4** You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.
- 3.5** If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your Manager or the Legal department of Foster + Partners or through the confidential helpline (for Employees) referenced in the Whistleblowing Policy.
- 3.6** We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no employee suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform your manager or a representative named in Section 2.2 of this policy immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Policy found on the Human Resources portal on the Intranet.

SECTION 4: Communication and awareness of the policy

- 4.1** This Policy is available on the Foster + Partners website and the Intranet. Training will be provided as necessary.

 - 4.2** Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.
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SECTION 5: Breaches of this Policy

- 5.1** Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

- 5.2** We may terminate our relationship with other Suppliers, individuals and organisations working with us or on our behalf if they breach this policy.

Foster + Partners

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