

Modern Slavery Policy

Slavery and Human Trafficking Statement

This Policy should be read in conjunction with our Corporate Social Responsibility Policy Statement BMS008.

At Pick Everard, the core principles of our Corporate Social Responsibility (CSR) include a commitment to improve CSR policies in relation to the communities within which we work, our own people, our supply chain and society as a whole.

Following the enactment of the Modern Slavery Act 2015, this statement builds on our CSR, outlining what we are doing to ensure modern slavery is not occurring in our supply chain and in our own organisation.

Pick Everard is a traditional partnership which has grown to become a national Partnership operating from eleven offices in the UK. Pick Everard provides a comprehensive range of project, cost and construction management, architectural, engineering, and strategic consultancy services.

Due to the nature of the business and the fact that the majority of our employees are professionals (architects, engineers, quantity surveyors, project managers and building surveyors) supported by administration and advisory teams, there is no modern slavery in our organisation. All our employees are paid competitive salaries matching their professional qualifications and experience.

Pick Everard has taken steps to ensure that modern slavery is not occurring in our supply chains and in our organisation are:

Due diligence process:

- Our Business Management System Procedure for the procurement of sub-consultants and sub-contractors (our supply chain) has been amended so that the Job/Discipline lead is required to check that there is no modern slavery in the procurement of our supply chain.
- The Approved Supplier Procedure has been updated and is the process whereby our Job/Discipline Lead ensure that potential suppliers and sub-consultants comply with the Modern Slavery Act. It is validated through an approval process within the firm.
- We have now included checks; for organisations that have a turnover of above £36 million, we verify if the organisation has published a Slavery and Human Trafficking Statement on its website. For organisations that are not subject to the Modern Slavery Act, we require the director/proprietor/Executive Board to make a statement that its organisation is compliant with

Modern Slavery Act Policy

the National Minimum Wage Act 1998 and that it does not engage in Modern Slavery and Human Trafficking. This is part of the Approved Supplier Process with Modern Slavery being reviewed at each stage of the procurement process.

- Any risks associated with our supply chain, including suppliers Modern Slavery risks, will be mitigated at approval stage, and reviewed continuously as part of our risk management process. Where appropriate, we will work with organisations to prevent activities and practices that support modern slavery.
- We have processes in place to report any suspected instance of modern slavery.
- Key Performance Indicators are used to measure progress in tackling modern slavery.
- We ensure through this policy and other policies and codes we have within our BMS:
 - Adherence to local and national laws
 - Freedom of workers to terminate employment
 - Freedom of movement
 - Freedom of association
 - Prohibits any threat of violence, harassment and intimidation
 - Prohibits the use of worker-paid recruitment fees
 - Prohibits compulsory overtime
 - Prohibits child labour
 - Prohibits discrimination
 - Prohibits confiscation of workers original identification documents
 - Provides access to remedy, compensation and justice for victims of modern slavery
- We ensure all employees are aware of the Modern Slavery and Trafficking Act by raising awareness during any relevant training and via the People Hub and Business Management Systems.
- This statement is made pursuant to Section 54, of the Modern Slavery Act 2015.

All our policies and procedures are made available and communicated to all of our employees as well as our supply chain.

This policy will be reviewed annually as a minimum.

Signed for the Partnership:



Duncan Green
Chief Executive Officer