

# Slavery and Human Trafficking Statement.

## Introduction

We are committed to improving our practices to combat slavery and human trafficking and make this statement pursuant to section 54(6) of the Modern Slavery Act 2015 for the financial year ending 30<sup>th</sup> April 2022.

## Practice Structure

Hoare Lea is an award-winning engineering consultancy with a creative team of engineers, designers and technical specialists. We operate out of 15 offices in the UK and 1 in Abu Dhabi, with 981 employees (including directors) (as at 14 December 2021).

This statement is made on behalf of Hoare Lea and all subsidiaries operating in the UK, a list of which can be found on our website by following the link to “Legal” at the bottom of our homepage and then selecting “Particulars of the Firm”.

## Our Business

The Group is governed by the Operations Board, supported by Central Management Groups. The Operations Board is responsible for setting the Group’s vision and strategy and for providing strategic direction to the business.

Central Management Groups cover all aspects of business support and primarily help the Firm to manage business risk, facilitate the business and continually improve and build upon best practice, including developing and updating policies and training in relation to slavery and human trafficking.

## Our Supply Chain

Our supply chain is limited to skilled sub-consultancy services and the procurement of goods and services to support our operations. Therefore, we deem the risks associated with slavery and human trafficking to be low, but do not discount the risks inherent in support services, such as office cleaners.

## Our Approach

Hoare Lea recognises the existence of slavery, servitude, forced or compulsory labour and human trafficking in modern day society and fully supports the objectives of the Modern Slavery Act 2015 in tackling the issues associated with modern slavery as they apply to its business and supply chains. Hoare Lea is committed to upholding best practice in business integrity and ethics and recognises that it has a responsibility to ensure that its people are always treated fairly and with respect.

Our approach to slavery and human trafficking is one of zero tolerance. We will not work with any business who we believe is engaged in any form of modern slavery. Through our internal processes, we will seek to ensure that all our suppliers share our commitment to operating in a responsible and ethical manner with respect to the labour rights of their own employees and the employees of their suppliers.

As part of our recruitment process we undertake checks to ensure that all employees are eligible to work within the country of employment and all employees have a written form of contract. In addition, we operate a confidential whistleblowing policy to allow employees to raise any concerns.

Signed:  Position: Director

Date: 16/12/2021