

# Slavery and Human Trafficking Statement.

## Introduction

Hoare Lea LLP (“Hoare Lea”) 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 1<sup>st</sup> October 2024.

## Practice Structure

Hoare Lea is an award-winning engineering consultancy with a creative team of engineers, designers and technical specialists. The structure comprises six Business Units, made up of three MEP office regions (Central and North, South West and South East) and three Specialist Group ‘clusters’ (Senses and Legal, Climate and People Movement and Operational Assets). We operate out of fourteen offices in the UK and one in Abu Dhabi, with 1135 employees (including directors) (as of 24 September 2024).

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 Executive Team, supported by the Business Units. The Executive Team is responsible for setting the Group’s vision and strategy and for providing strategic direction to the business, including directing the development and updating of policies and training in relation to slavery and human trafficking.

The Business Units 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.

## 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.

The Firm has policies covering;

- Anti-Slavery and Human Trafficking;
- Whistleblowing.

There are written procedures within those policies for when and how to report issues, who to report to and what action shall be taken as a result. The policies and procedures are maintained on the Firm’s intranet so are available to all staff along with the necessary formal on-line induction, training and refresher training for new starters and

existing staff as appropriate. Training records are maintained to help the Firm make sure that everyone undertakes training and refresher training appropriate to their role and position in the business.

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 and those with a work based relationship to raise any concerns.

**Signed:**



**Position:** Director of Governance and Legal

**Date:** 24<sup>th</sup> September 24