

SAVILLS PLC

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Savills plc remains wholly committed to meeting its obligations in addressing modern slavery risks across our business and supply chains. In accordance with the requirements of the Modern Slavery Act 2015, we have prepared the below statement which relates to actions we have taken to prevent modern slavery during the financial year from 1 January 2022 to 31 December 2022.

Organisational structure

Savills plc is a global real estate services provider listed on the London Stock Exchange. We have an international network of over 600 offices and associates and over 39,000 staff throughout the Americas, the UK, Europe, Asia Pacific, Africa and the Middle East, offering a broad range of specialist advisory, management and transactional services to clients all over the world.

Our approach and commitment

We acknowledge and accept that we have a responsibility to always conduct our business with integrity and to the highest ethical standards. To that end, we are committed to ensuring that we take all appropriate steps to prevent modern slavery from occurring in our business or supply chain.

At an absolute minimum, all our internal policies comply with local legislation in the jurisdictions in which we operate. Additionally, we fully support the principles of UN Global Compact, the UN Declaration of Human Rights and the International Labour Organization's (ILO) Core Conventions. We believe that these commitments are fundamental for an organisation operating on a global scale.

We also understand the importance of doing the right thing in the right way and this stance is clearly reflected in the Savills Code of Conduct. The Code underpins our social, ethical and environmental commitments and clearly sets out the standards of behaviour that we expect our employees to demonstrate and adhere to in their day to day working life at Savills. Any breaches of the Code may be reported in accordance with our whistleblowing procedure.

We also believe that the commitments of the Code should be shared by our business partners and other third parties who play a part across our supply chain. We will therefore only engage a third party supplier where we are confident in their ability to address modern slavery risks within their own business.

Our policies

Savills maintains a comprehensive suite of policies designed to ensure our compliance with various legal and regulatory obligations. These policies are reviewed on an annual basis which allows us the opportunity to review or amend our approach where necessary. In the context of modern slavery, we believe the following Group-wide policies support us in our compliance:

Policy	Purpose
Anti-Slavery and Human Trafficking Policy	Savills is committed to conducting all its business ethically and in accordance with the systems and controls embedded within the organisation to prevent modern slavery from occurring. The policy outlines steps that should be taken by individuals and business heads within Savills, including encouraging all staff to report any concerns to management.
Procurement Policy	The policy sets out Savills' approach to managing the process of procuring goods or services, including the appointment of external suppliers and contractors. The policy outlines minimum standards that must be adhered to and taken into account when carrying out any procurement or supplier management activity, including ensuring that this is conducted both legally and ethically.
Corporate Responsibility Policy	Savills has a responsibility to manage its business activities in a way that produces an overall positive impact on society. To this end, each Group company focuses on four key themes and monitors its corporate responsibility performance in these areas: People, Clients, Environment and Community.
Whistleblowing Policy	Savills is committed to maintaining a culture of openness, integrity and accountability and takes allegations of any wrongdoing very seriously. We appreciate that employees are often the first to become aware of any unethical conduct and so it is fundamental that individuals are comfortable raising concerns and confident that these will be investigated promptly, thoroughly and confidentially.
Sustainability Policy	The purpose of this policy is to set out the Savills approach to achieving its sustainability objectives in order to achieve a positive impact on the environment and society, whilst maintaining robust governance measures.
Speak Up Policy	Savills is committed to maintaining a Speak Up Policy that allows our employees, along with anyone else connected to Savills, to raise concerns where they believe there to be any misconduct or malpractice. Any concerns will be objectively investigated and we will ensure that appropriate actions are taken.

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Our supply chain and risk assessment

Our business activities are varied across multiple jurisdictions and it is therefore essential that Savills is able to identify and prevent the occurrence of modern slavery. We generally believe that the risk of modern slavery is low across our business, however we maintain a risk-based approach to assess the likelihood of the existence of modern slavery in our supply chain. In particular, we accept that there may be situations where a greater risk exists, such as the hiring of staff and procurement decisions where suppliers and contractors are appointed.

While we recognise that some of these third parties operate within different legal and cultural environments, we expect them to continue to uphold the same ethics and values as Savills. This includes operating a fair and ethical workplace where workers are treated with dignity and respect, and always upholding the highest standard of human rights. Ultimately, we expect these third parties to conduct their business in full compliance with all applicable laws and we will only partner with organisations where we are confident that this is indeed the case.

Due diligence and ongoing risk management

We are committed to engaging suppliers who share our ethical standards. To this end, we continue to conduct due diligence on all third party suppliers at the commencement of their engagement and at regular intervals thereafter.

Our standard terms of engagement include an undertaking that the supplier will comply with all applicable laws, including compliance with the Modern Slavery Act 2015. Our procurement process also requires these suppliers to attest their compliance to Savills' Code of Conduct, which sets out our commitment to operating responsibly wherever we work in the world, as well as engaging with our stakeholders to manage the social, environmental and ethical impact of our business activities. Put simply, Savills expects its suppliers to reach the same high standards that we set for ourselves.

Savills also requires third party suppliers and contractors to complete a comprehensive pre-qualification questionnaire before they are engaged, and this pre-qualification questionnaire is constantly under review. A full review of the schedule of conditions to the pre-qualification questionnaire took place in summer 2022. The responses we received to the pre-qualification questionnaire did not require any remediation work.

We maintain the resources to carry out additional audits on suppliers where we have any reason to suspect a breach of our terms of engagement or the Code of Conduct. In such circumstances, we would fully comply with our legal reporting obligations and work collaboratively with the supplier to remediate the situation, whilst always considering the safety of potential modern slavery victims to be paramount.

In 2022 we did not encounter any challenges in respect of supplier and contractor processes and appointments in relation to modern slavery.

Future Progress

We will continue to review and develop our processes to mitigate the risk of modern slavery. In 2023 we will continue to review our procurement process and consider any additional measures to ensure that our obligations under the Act are passed through our supply chain. Our modern slavery training will continue to be mandatory for all employees so we can be confident they possess the knowledge to identify any risks of modern slavery.

Following the most recent guidance published by the UK Government in respect of amendments to the Modern Slavery Act, we remain fully committed to implementing any necessary changes across our business. This may include reviewing the way in which we prepare and publish our annual Modern Slavery Statement to ensure it complies with new legislative requirements.

We look forward to our continued development in this area to ensure Savills' business is always conducted lawfully, fairly and with integrity.

This Statement was reviewed and approved by the Board of Directors of Savills plc on 14 March 2023.



Mark Ridley
Group Chief Executive
Savills plc