

## **Modern Slavery and Human Trafficking Statement**

Happold LLP, known as “Buro Happold”, is an international integrated engineering consultancy operating in 38 locations worldwide with over 100 partners and over 3,000 employees. For nearly 50 years, Buro Happold has been building an unrivalled reputation for delivering creative, value-led solutions for the benefit of people, places and planet. The principal activity of Buro Happold group is that of engineers, designers and advisers providing professional, integrated services to clients that include the property and construction sectors, city administrations and campus portfolio owners as well as individual building owners.

Buro Happold’s supply chain primarily comprises professional infrastructure consultancy providers, acting as sub-consultants. We also directly engage suppliers of services for our offices, such as facilities management, travel, insurance and office equipment.

Buro Happold operates a preferred sub-consultants and approved delivery supplier based on our global business regions. The types of infrastructure sub-consultants we typically engage include: architects; surveyors; geotechnical or environmental consultants; IT consultants; economic/financial consultants; acoustic, lighting or security consultants; and BIM suppliers. As a professional service organisation the risks associated with slavery and human trafficking are objectively low. Key areas of risk include

outsourced low wage jobs such as office cleaners, catering and other support staff. We manage these risks by ensuring:

- all staff including temporary workers are paid the National Living Wage;
- undertaking checks to ensure staff are eligible to work in the relevant country of employment;
- all staff, including temporary workers have a written contract of employment;
- employee hours are monitored in order to comply with maximum working hour regulations;
- strict health and safety monitoring to ensure a safe and respectful working environment for all;
- promotion of our whistleblowing policy encouraging external stakeholders or employees to raise any concerns.

Buro Happold seeks to identify and does business with companies that have aligned standards consistent with ours, including working to cascade these expectations throughout their own supply chain. Buro Happold is committed to ensuring that there is zero slavery in our supply chain or any part of our business. Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain or any part of our business.

## **BURO HAPPOLD**

Buro Happold operates our projects within a suite of management procedures, which are based upon our Quality Management System (QMS) that is certified to ISO 9001:2015 by the leading certification body Bureau Veritas. The QMS provides best practice for all key activities that we undertake. A range of Modern Slavery assessment criteria are integrated into our Health & Safety project site inspections reports. This allows high level evaluation of worker's on-site welfare facilities and allows any identified breaches to be escalated and investigated further.

Buro Happold outsources a relatively small proportion of our work to delivery suppliers. We have an approved list of delivery suppliers, who have come through a rigorous selection process to become approved suppliers to the global business. These companies are tried and tested suppliers with whom we have developed close working relationships over a number of projects. They are well-known to us and are vetted to ensure that the supplier continues to meet our requirements in terms of quality and reliability of delivery, health and safety and anti-slavery standards.

Buro Happold has a strong human resources team globally and our procedures for engaging sub-consultants requires due diligence checks on the company status.

During 2023/24 there are no reported concerns relating to slavery and human trafficking via our whistleblowing channel. Buro Happold regards this

statement as best practice and encourages accessibility for all employees, partners, contractors and suppliers through publication on our internal intranet site and external website.

Buro Happold has improved its standard sub-consultancy agreements by inserting modern slavery provisions into our standard sub-consultancy agreement.

Buro Happold aims to take the following steps for 2024/25:

- develop a new Code of Conduct for Suppliers and supplier questionnaire to identify the risk of modern slavery at a pre-contract stage and ensure that they comply with their anti-slavery contractual obligations;
- consider training requirements for business services staff to ensure a high level of understanding the risks of modern slavery and human trafficking in our supply chain or any part of our business.

This modern slavery and human trafficking statement applies to Happold LLP and its subsidiaries for the financial year ended 30 April 2024 and is made in accordance with Section 54, Part 6 of the Modern Slavery Act 2015.



**Oliver Plunkett**  
**Chief Executive Officer**