

Modern Slavery Statement

Introduction

The Royal Institute of British Architects (RIBA) is committed to improving its practices to combat modern slavery and human trafficking. This statement sets out the RIBA's actions to understand potential modern slavery risks related to its business and to prevent slavery or human trafficking in its businesses or supply chains.

This statement relates to actions and activities taking place on or after the date of the statement's approval by the RIBA Board as set out at the end of this statement.

RIBA recognises that it has a responsibility to take a robust approach to slavery and human trafficking and will strive to improve practices and to ensure that those we work with, including our membership, do so as well. Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

RIBA has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our purpose

RIBA is a professional membership body and registered charity whose purpose is set out in our Royal Charter - [RIBA history, Charter and Bylaws \(architecture.com\)](#).

Our purpose can be summarised in modern terms as "to promote the profession of architecture and to share knowledge relating to architecture and associated arts and sciences".

We serve our members and society in order to deliver better buildings and places, stronger communities and a sustainable environment. Being inclusive, ethical, environmentally aware and collaborative underpins all that we do.

RIBA has a corporate structure which includes the charity, the main trading subsidiary, RIBA 1834 Limited, and a number of other subsidiaries across the globe. More information about the RIBA can be found at [RIBA Strategy \(architecture.com\)](#)

Supply Chains

Our supply chains include providers of services and products to our membership, as well as directly to the RIBA group of companies.

The RIBA has developed a system for supply chain verification which enables us to evaluate potential suppliers before they enter the supply chain and this process is managed and monitored by the Head of Procurement.

In 2023, the RIBA Board adopted a set of Ethical Principles which can be found at [RIBA's ethical principles \(architecture.com\)](#). These principles guide decision-making on key topics, including international supply chains.

From the date of this statement, all third parties who sign new contracts on RIBA's standard terms (known as "Suppliers" in this statement) will be contractually required to meet the standards set out below.

Relevant Policies

It is the RIBA's policy to ensure that its Suppliers comply with current legislation and documented standards. As at the date of this statement, our template contracts have been updated to ensure that Suppliers are contractually obliged to comply with:

- Equality Legislation (any and all legislation, applicable guidance and statutory codes of practice relating to diversity, equality, non-discrimination and human rights as may be in force from time to time in England and Wales)
- Data Protection Legislation (the General Data Protection Regulation and all national legislation implementing or supplementing the foregoing and all associated codes of practice and other guidance issued by any applicable Data Protection Authority, all as amended, re-enacted and/or replaced and in force from time to time)
- all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force
- all applicable laws, statutes, regulations, and codes relating to anti-bribery and anti-corruption including but not limited to the Bribery Act 2010
- all applicable laws in respect of the protection of the environment and sustainable practice
- the objectives of RIBA; and
- RIBA core policies.

In addition, all Suppliers are contractually required to behave professionally and appropriately at all times and to pay due regard to the health, safety, welfare and dignity of those with whom they come into contact. With regard to Modern Slavery, in more detail, Suppliers are contractually obliged to:

- ensure that slavery and human trafficking is not taking place in any part of their business or in any part of their supply chain
- respond promptly to any queries that the RIBA may have on that topic, relating not only to their own activities but also those of their own suppliers, sub-contractors and other participants in their supply chains
- notify RIBA as soon as they become aware of any actual or suspected slavery or human trafficking in any part of their business; and
- to confirm, at the time of signature, that they have not been convicted of any offence involving slavery and human trafficking, nor been the subject of any investigation, inquiry or enforcement proceedings regarding any offence or alleged offence of or in connection with slavery and human trafficking.

The RIBA has a wide range of options in the event that these contractual terms are breached, including termination of contract and onward reporting.

The following RIBA policies are typically shared with, or relevant to relationships with, Suppliers:

- Anti-Bribery & Corruption
- Data Protection
- Dignity at work
- Equality and diversity
- Health & Safety
- Safeguarding; and
- Whistleblowing.

Due Diligence

The level of due diligence undertaken depends on the location and the nature of the work. A comprehensive checklist enables the RIBA to identify risks of modern slavery and trafficking in the supply chain. If a risk is identified a more detailed due diligence exercise is undertaken, so that appropriate and informed decisions about the proposed work can be made.

Risk Assessment and Management

Modern Slavery risks are identified in the RIBA's organisational risk register which is reviewed accordingly on a regular basis.

Key Performance Indicators to measure effectiveness of steps being taken

With effect from the date of this statement, RIBA will report annually the number of individuals or companies who refuse to sign contracts on RIBA's standard terms or who seek to negotiate the standard terms relating to Modern Slavery and with whom, therefore, we would usually choose not to contract.

We will also report the number of contracts with Suppliers terminated for breach of any provisions relating to Modern Slavery. We will not contract with those Suppliers again in the future.

Training on Modern Slavery and Trafficking

It is essential that all our staff have an awareness of modern slavery issues.

As at the date of this statement, we are arranging mandatory online training for all staff and in time we will roll this out to volunteers.

The training will cover topics such as:

- What is modern slavery and its various forms
- How to spot the signs of modern slavery; and
- What to do if modern slavery is suspected

The RIBA maintains a whistleblowing hotline which is available to all staff, manned by SafeCall, to whom any modern slavery concerns can be reported for investigation.

Staff and volunteers will be made aware, by this statement, of opportunities for further support and guidance, for example via the [Modern Slavery Helpline](#).

Our Members and Practices

All RIBA members are subject to the [RIBA Code of Professional Conduct \(architecture.com\)](#) and all Chartered Practices are subject to the [RIBA Code of Practice for Chartered Practices \(architecture.com\)](#)

Both documents specifically refer to the Modern Slavery Act and the requirements it places upon RIBA Members and Chartered Practices as follows:

- Members and Practices shall comply with all applicable legislation concerning Modern Slavery. Members and Practices should be familiar with the provisions of the Modern Slavery Act 2015 in the UK, and any subsequent updates. Members and Practices should be aware of any similar legislation in the jurisdictions in which they practice.

- Members and Practices should seek to raise awareness of the issues of Modern Slavery in construction.
- Members and Practices shall exercise reasonable skill and care to use supply chains which are free from Modern Slavery. 'Supply chains' include both materials and people. Members and Practices should be aware of the labour used in the extraction, manufacture and production of materials they use or specify, as well as the direct labour involved in their projects.
- Members and Practices shall treat their own supply chains fairly.
- Members and Practices shall report abusive labour practices to proper and recognised authorities when they become aware of them in connection with any projects undertaken. The proper and recognised authorities will depend on the specific circumstances, but may include the police, a regulator, a professional body or the modern slavery helpline - [File a report \(modernslaveryhelpline.org\)](https://www.modernslaveryhelpline.org).

In addition, Chartered Practices must commit to operating policies regarding best practice in the following:

- Employment
- Equality, Diversity and Inclusion
- Health and Safety
- Environmental Management; and
- Quality Management.

RIBA provides extensive guidance on such policies via the Chartered Practice Toolkit.

Chartered Practices and Members are required to pay all staff, including freelance staff, apprentices and students, at least the Living Wage, as defined by the Living Wage Foundation ([For the real cost of living | Living Wage Foundation](https://www.livingwagefoundation.org)). Chartered Practices should have clear and transparent policies in respect of: (a) salaries and pay grades; and (b) payment for overtime.

RIBA CPD Rules require members to spend at least 20 of the required 35 annual hours on the 10 mandatory RIBA Core Curriculum CPD topics:

- Architecture for Social Purpose
- Health, safety and wellbeing
- Business, clients and services
- Legal, regulatory and statutory compliance
- Procurement and contracts
- Sustainable architecture
- Inclusive environments
- Places, planning and communities
- Building conservation and heritage; and
- Design, construction and technology.

RIBA has identified Ethical Practice as one of four mandatory competences for members to be developed in coming years. It is anticipated that this competence will include specific topic areas including supply chains and modern slavery.

More information on this competence, which remains under development, can be found here: [The six duties of care underpinning the RIBA Ethical Practice competence](#).

Collaboration with Others

RIBA will continue to work with other organisations to tackle modern slavery and human trafficking, particularly in the construction industry.

Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. This statement has been approved by the RIBA Board on 18 April 2024, who will review and update it annually. This statement was filed at [Modern slavery statement registry - GOV.UK \(modern-slavery-statement-registry.service.gov.uk\)](https://modern-slavery-statement-registry.service.gov.uk) on 19th April 2024.

This Statement was formally approved by the board of trustees and signed on their behalf



Jack Pringle
Chair of the board of trustees

Signed For and on behalf of The Royal Institute of British Architects