

Allies and Morrison LLP

Anti-Slavery and Human Trafficking Statement



As required by the Modern Slavery Act 2015, this statement describes the steps which Allies and Morrison has taken during the last financial year to ensure that slavery and human trafficking is not taking place in any part of the practice, or in any of our supply chains.

Introduction

We are a leading architecture and urban planning practice based in our own studios in London, Manchester, Cambridge and Dublin. Our projects include masterplans, education, cultural, retail, residential and office developments for institutional and private clients in the UK and abroad.

Our supply chains mainly comprise professional consultancies providing services or acting as sub-consultants for our planning and architectural design services. Our work is mainly UK based but we also work internationally.

Our commitments

As an RIBA Chartered Practice we conduct all our activities professionally, take great care to be completely objective in our judgement and advice and adhere to the RIBA Code of Professional Conduct 2019, which is incorporated into Allies and Morrison's own Supplier Code of Conduct.

We act ethically and with integrity in all our business relationships and strive to implement effective systems and controls to ensure that their high standards are maintained and shared. We encourage any individual who has concerns about unethical behaviour in any part of our practice or operation to raise their concern.

We are opposed to any form of forced or bonded labour, including human trafficking and modern slavery and are committed to:

- Ensuring that there is no forced labour within any part of our practice or in our supply chains.
- Implementing and enforcing effective systems and controls designed to address the risk of forced labour.

Supply chain relationships

As well as professional consultancies providing planning and architectural design services, our key suppliers are the businesses which help us run our studios, such as our catering, cleaning, printing and security providers. We have fostered long-term relationships with these suppliers and we avoid making demands on our suppliers that might lead them to violating human rights. For example, we require our hospitality, cleaning and security suppliers to pay their personnel, who work at our studios, a salary which is equivalent at least to the London Living Wage.

Systems and Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

Employment practices

Our commitment to fair employment practices in relation to our own people is embodied in our Equality and Diversity Policy, Dignity at Work Policy, Whistleblowing, Anti Bribery and Corruption, Disciplinary and Grievance Policies. We continue our commitment to a policy of treating all employees and job applicants equally. The standards in these policies are reflected in our procedures and our ways of working which we endeavour to embed into everything that we do.



Allies and Morrison is a welcoming and pluralistic practice. In this spirit, our Diversity and Inclusion Statement sets out our ambitions in this regard, and establishes new commitments to ensure we play a proactive role in making architecture and urbanism more inclusive for all.

Through our respect of the individual, we foster an open and inclusive working environment. We expect all our people to treat each other and those we deal with respectfully and with dignity with zero tolerance for disrespectful behaviour, bullying or harassment of any kind.

With respect to remuneration, we ensure that all salaries paid to staff are done so on a fair and comparable basis. We carry out external benchmarking exercises and comply with London Living Wage standards. We seek to avoid excessive working hours and recognise overtime with Time Off in Lieu (TOIL) arrangements where appropriate.

We operate robust recruitment checks as a condition of employment, including conducting eligibility to work in the UK checks to safeguard against human trafficking or individuals being forced to work against their will. We only employ staff who meet the applicable minimum legal age requirement. All staff are free to terminate their employment in accordance with established laws and regulations.

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With respect to remuneration, we ensure that all salaries paid to staff are done so on a fair and comparable basis. We carry out external benchmarking exercises and comply with London Living Wage standards. We do not offer unpaid internships. We seek to avoid excessive working hours and recognise overtime with Time Off in Lieu (TOIL) arrangements where appropriate.

We operate robust recruitment checks as a condition of employment, including conducting eligibility to work in the UK checks to safeguard against human trafficking or individuals being forced to work against their will. We only employ staff who meet the applicable minimum legal age requirement. All staff are free to terminate their employment in accordance with established laws and regulations.

Due diligence processes

As part of our due diligence, we require our suppliers to have fair employment policies too, as articulated in our Supplier Code of Conduct and encourage our suppliers to conduct their businesses ethically. We ask suppliers to confirm, in writing, adherence to our Code to signify their commitment to fair employment practices. A supplier's compliance with our Code of Conduct is an important factor in us deciding whether to form, continue or renew a relationship with them.

In order to assess the risk of modern slavery, we review the risk at regular intervals. After due consideration, we have not identified any significant risk of modern slavery, forced labour or human trafficking in our supply chain. However, we continue to remain alert to the potential and collaborate with our business and supply chains in order to improve standards and transparency across our supply chain.

Training

We have planned training programmes for all new staff at induction, including for our senior staff as well as those of our staff members who have responsibilities in relation to engaging the practice's suppliers. Training covers not only the offences in the Modern Slavery Act 2015, but how to go about evaluating suppliers or mitigating risks within supply chains. Our aim is also to raise awareness of the issues and to increase informed scrutiny across the practice. Our policies are available to all staff through our Intranet.

We encourage all our staff to discuss any concerns that they may have with any Partner.

Risks

We try to identify risks to workers in our supply chain by regularly refreshing the due diligence we carry out on our key suppliers before we engage them and through the ongoing supplier management processes we have in place.

We are committed to purchasing quality products and services from ethical suppliers and part of measuring this involves assessing the approach a potential supplier takes to its people and the workers in its own supply chain.

The Partners of Allies and Morrison are responsible for implementing this Statement and providing adequate resources, training and investment to ensure that forced labour is not taking place within Allies and Morrison or within its supply chain.

The Statement will be reviewed annually and made available on our website and to our staff team through our Intranet.

Joanna Bacon

Designated Partner, November 2022