

Slavery & Human Trafficking Statement

For the financial year ending 30 April 2023

Foster + Partners

Introduction

We are committed to improving our practices to combat slavery and human trafficking. This statement is made under s54(1) of the UK Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 30th April 2023.

Our business, structure and supply chains

Foster + Partners is an international studio for architecture, urbanism, engineering and design, founded by Norman Foster in 1967. Foster + Partners Limited is our UK trading company, based in London, and with subsidiary companies and branch offices throughout the world. Foster + Partners Limited's ultimate parent company is Foster + Partners Group Limited, which also has its head office in London. The Group employs over 1800 people worldwide.

Our supply chains mainly comprise professional consultancies providing design and other services required during the architectural and engineering design process. As such our modern slavery and human trafficking risks are assessed to be low, although we recognise that the risk will be higher in certain jurisdictions.

We also procure certain office support services at our London office, such as cleaning and catering services provided by long standing suppliers either whose contract terms were updated in financial year ending 2023 or whose terms are scheduled to be updated this year. Such services in our overseas office locations are typically provided by our landlords as part of serviced accommodation.

Our policies on slavery and human trafficking

We have a zero tolerance of slavery and human trafficking and are committed to ensuring that there is no slavery or human trafficking in any part of our business or in our supply chains.

Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in our business relationships and to implementing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains. Our Anti-Slavery and Human Trafficking Policy is appended to this Statement.

We require our suppliers to comply with all applicable laws, statutes, regulations and codes from time to time in force in relation to the prevention of slavery and human trafficking and to implement due diligence procedures for their own supply chains to ensure that there is no slavery or human trafficking therein.

With regard to our own staff, our recruitment processes are reviewed regularly and our HR team confirm the details of any offers made directly with candidates. We have procedures in place for confirming the identity of new employees and ensure that they are paid into an appropriate, personal bank account in their name. We ensure that the salaries paid to our employees globally are on a fair and comparable basis, with regular benchmarking and comply with local minimum wage standards.

We have a whistleblowing policy, designed to encourage and to protect anyone who wishes to raise concerns about wrongdoing within our business, including in respect of modern slavery and human trafficking.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate the risk of slavery and human trafficking, we have carried out a risk assessment of our business and supply chains, and analysed the following potential external risk areas as follows:

COUNTRY RISK – Medium to High. Although we run most of our projects from our London office, we operate and have offices throughout the world, including in the Middle East and Asia.

SECTOR RISK – Low to Medium. Although construction is seen among the highest risk sector for labour exploitation, we are a design practice and we are not directly involved in construction activities. However, as architects, we or our local subconsultant may be involved with construction contract awards and the supervision of construction sites. Where this is the case, we work with our local subconsultants to include anti-slavery and human trafficking policies as part of the tender requirements and site practices by contractors wherever possible.

TRANSACTION RISK – Low. We have built strong relationships over the past decades with sub-consultants of international repute, with whom we operate repeatedly across various jurisdictions. We carry out due diligence in relation to all our sub-consultants and ensure that they have appropriate measures in place to safeguard against the occurrence of slavery and human trafficking within their company and supply chains.

We utilise due diligence software that allows us to screen our professional services supply chain pre contract for regulatory sanctions and adverse media, including modern slavery issues. The system also provides a monitoring function so we are promptly alerted to any new adverse media that may arise throughout our relationship with a supplier. Were we to become aware of an issue, our contractual terms allow us to terminate the supply relationship..

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and our supply chains, we provide compulsory online training on modern slavery for all of our staff and make our Anti-Slavery and Human Trafficking Policy available via our Intranet. It is our policy that all staff complete this training every 2-years and acknowledge and agree to the terms of the policy annually.

Effectiveness of our steps to combat Modern Slavery

We had no reports made under our whistleblowing policy in respect of slavery or human trafficking issues in the financial year ending 30 April 2023.

We have reviewed the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains and we are satisfied that our procedures are adequate. However, we will continue to monitor and review our policy and procedure to ensure their ongoing effectiveness.

Board approval

The board of Foster + Partners Limited has approved this statement for the financial year ending 30 April 2023 at a meeting held on 14 September 2023.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our anti-slavery and human trafficking statement for the financial year ending 30 April 2023.

Signed

A handwritten signature in black ink, appearing to be 'SL', followed by a long horizontal line that tapers to the right.

Stuart Latham

Managing Partner

Foster + Partners Limited

Foster + Partners

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