

Modern Slavery Act Statement 2020

Foster + Partners

Slavery + Human Trafficking Statement for the financial year ending 30 April 2020

Introduction

We are committed to improving our practices to combat slavery and human trafficking.

Our business, structure and supply chains

Foster + Partners is an international studio for architecture, engineering and design, led by Founder and Chairman Norman Foster and a Partnership Board. We are a global provider of design services, with buildings in six continents.

Foster + Partners Limited is our UK trading company, based in London, and with subsidiary companies and branch offices throughout the world.

Foster + Partners Limited is part of the Foster + Partners Group and our ultimate parent company is Foster + PartnersGroup Limited, which also has its head office in London. The Group employs over 1400 people worldwide.

Our supply chains mainly comprise professional consultancies providing design and other services required during the architectural and engineering design process.

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.

As part of our Ethics policy, we ensure that salaries paid to staff globally are done so on a fair and comparable basis regardless of an employees' ethnicity. We carry out benchmarking globally and comply with minimum wage standards such as the London Living Wage.

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.

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 throughout the world, including in the Middle East and Asia.
- Sector Risk – Low. Although construction is seen among the highest risk sector for labour exploitation, we are a design practice and we are not directly involved in building activities.

- 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 have introduced a semi-automated due diligence screening process which allows us to better collate and analyse due diligence information on our supplier chain including adverse media and regulatory sanctions checks before contracting as well as daily screening to ensure we are promptly alerted to any new adverse media or sanctions after we have entered a contract.

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.

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 2020.

Signed



Matthew Streets

Managing Partner

Foster + Partners Limited

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