

Modern Slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Victims are coerced, deceived or forced against their free will into providing work or services. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Modern slavery would include:

- Individuals being forced to work through mental or physical threat.
- Individuals who have been dehumanised, being treated as a commodity, or bought or sold as property.
- Individuals being physically constrained or having restrictions place on their freedom.

We prohibit in our operations and supply chain any activities that amount to modern slavery. We have a zero-tolerance approach to modern slavery and human trafficking and are committed to acting ethically and with integrity in all our business dealings and relationships.

Whistleblowing

This policy encourages employees, customers and other business partners to report any concerns related to the direct activities or supply chains of our practice without fear of retaliation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking.

Code of Conduct

This code (contained within the Employee Handbook) makes clear to employees the actions and behaviour expected of them when representing Architects Plus. The company strives to maintain the highest standards of employee conduct and ethical behaviour.

Recruitment Policy

We only use reputable employment agencies to source employees or by direct advertising as set out in our Recruitment Policy. Our recruitment process is transparent and reviewed regularly. We have procedures in place for screening new employees to confirm their identities, right to work and paying them directly into an appropriate bank account.

Staff Training & Induction

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and supply chains, we provide training to our staff that is proportionate to the level of risk. The communication of this statement forms part of the induction process for all new employees.

Signed



Barbara Gower, Director



Christian Judd, Director

Dated: January 2024