

## Anti-Slavery Policy

### 1.0 INTRODUCTION

GHM Partnership ("GHM") is fully supportive of any legislation which aims to reduce the occurrence of modern slavery and human trafficking in our society.

GHM Partnership will follow the recommendations of the Statutory Codes of Practice of the Equality & Human Rights Commission in all their employment policies, procedures and practices.

### 2.0 ORGANISATION'S STRUCTURE AND BUSINESS

GHM is a private limited company of over 15 architects, technologists and support staff with offices in Hertfordshire and Leeds. The Company provides architectural services in a variety of sectors including education, health, commercial and residential. The Company works nationally with a strong emphasis on London and the Eastern Region.

### 3.0 OUR SUPPLY CHAINS

GHM are providers of architectural services; we do not act as a producer, manufacturer or retailer of physical goods and have no supply chain in relation to such activities and as such our supply chain is limited.

We use routine services for the maintenance and support of our offices in Leeds and Hertfordshire such as catering, cleaning and technical support for such things as IT, telephones communications infrastructure.

### 4.0 ANTI-SLAVERY POLICY STATEMENT

**"GHM Partnership has zero tolerance to slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business."**

This Anti-Slavery Policy Statement is our main expression of the Company's policy on slavery and human trafficking. All operational procedures within the Company are intended to adhere to this statement.

This Statement reflects our commitment to acting ethically and with integrity in all our business relationships and sits alongside our wider GHM values of sustainability, fulfilment, diversity, quality, integrity and community.

### 5.0 DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

In addition to our Anti-Slavery Policy Statement we implement a number of other policies in an effort to identify and mitigate risk including:

Whistleblowing

Anti-corruption and bribery

Equality and Diversity

Employee rights and benefits available to all our employees are clearly set out in their individual contracts of employment read in conjunction with the GHM Quality Management policies, Environmental Management policies and Health and Safety policies.

## 6.0 SUPPLIER ADHERENCE TO OUR VALUES

We have a zero tolerance to slavery and human trafficking and we expect all those in our supply chain and our contractors to adhere to this and our wider values expressed above.

It is our intention to implement and enforce, where possible, effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in our business or related supply chains.

## 2.0 TRAINING

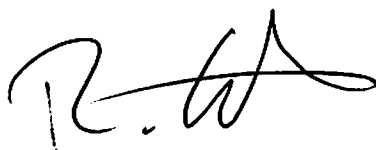
To ensure proper understanding of the risks posed by modern slavery and human trafficking in the context of the Company's supply chain and our business, this statement will be communicated to all staff and the Company intends to provide training to its staff as appropriate.

## 2.0 LEGAL AND REGULATORY PURPOSE OF THIS STATEMENT

This statement is made with regard to the obligations arising under section 54(1) of the UK's Modern Slavery Act 2015 (the Act). It comprises the slavery and human trafficking statement of GHM Partnership for the financial year ending 30th April 2019. The Company is not legally required to make this statement under section 54(1) but it recognises the importance of these issues for all its stakeholders, so does so, as if that section applies.

- The effectiveness of the policy will be monitored and reviewed regularly.
- This policy has been endorsed by, and has the full support of the management & board.
- The policy was approved in October 2018 following consultation with Directors and staff.
- Overall responsibility for the effectiveness of the policy lies with:

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Richard Gale  
Director  
GHM Partnership Ltd

Dated: 22<sup>nd</sup> January 2019