

Slavery and Human Trafficking Statement

Introduction from the Chief Executive Officer

We are committed to improving our practices to combat slavery and human trafficking. As standard-setters in responsible and ethical sourcing, we feel that BRE should be the paragon of good practice in ensuring that workers are treated ethically and fairly no matter what they do or where they work. We will strive to improve our practices and to ensure that those we work with do so as well.

Organisation's Structure

We are a provider of multi-disciplinary services in the built environment. We are a part of the BRE Group (Group), and our ultimate parent company is the BRE Trust. The BRE Trust is a registered charity and has its head office in England. The Group has over 630 employees worldwide and operates in over 78 countries throughout the world.

The Group has a global annual turnover of more than £40m.

Our business

The BRE Group consists of 11 active group companies and has two main operating entities. The first, BRE Global Limited practices assurance disciplines and operate the BREEAM and LPCB certification brands. The second, Building Research Establishment Limited performs a wide range of advisory and expert witness services, in addition to this the business operates a number of web based tools and applications related to the built environment. Both BRE Global Limited and Building Research Establishment Limited have a number of subsidiaries, including our international businesses BRE China and BRE America. Together the group of companies operate under the same group management system and their commercial activity funds the active research conducted by BRE to support their mission to 'build a better world together'.

Our supply chains

Our supply chains include providers of goods, services, materials, and utilities. We are in the process of reviewing our Contractor Self-Appraisal questionnaire to include requirements as per the Modern Slavery Act 2015.

Our Policies on Slavery and Human Trafficking

We are committed to working towards the eradication of modern slavery and human trafficking in our supply chains or in any part of our business. Our BRE Way code of conduct reflects our commitment to acting ethically and with integrity in all our business relationships as individuals and our Ethical Business policy ensures that we undertake due considerations when working in new markets.

Due diligence processes for slavery and human trafficking

We have in place systems to:

- Identify and assess potential risk areas in our supply chains via our supplier management processes.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Protect whistle blowers.

We have zero tolerance to slavery and human trafficking and encourage colleagues to call the Modern Slavery Helpline on 08000 121 700 if they have concerns or suspicions.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we planned and have since performed a training session with our finance, purchasing, HR and legal teams in respect thereof.

Our effectiveness in combating slavery and human trafficking

We will review our policies annually and start to report publicly from 2018 how effective these have been noting that it is difficult to prove the complete absence of Modern Slavery.

Wider Impact

BRE is a unique business and as such holds itself to higher levels of industry leadership on key matters such as Modern Slavery. BRE published an Ethical Labour Sourcing standard in February 2017 to give the opportunity for all companies in the built environment to better understand the breadth of issues to consider in relation to Ethical Labour. BRE has also been working directly with the Gangmasters and Labour Abuse Authority (GLAA) and chairing the Construction Industry Coalition. This has been supported the development of a Construction Protocol for the benefit of the construction industry.

Further steps

We are fully committed to the Act and have identified a number of areas of improvement for the next financial year:

- Review existing policies, procedures and forms with regard to combatting slavery and human trafficking
- Roll out training that includes slavery and human trafficking Awareness to all staff
- Explore how to measure and assess the effectiveness of our policies and procedures and start to report some of this information on our website

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 March 2017.



Niall Trafford
Chief Operating Officer BRE Group
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