

# 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 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 has its head office in England. The Group has over 630 employees worldwide and operates on every populated continent.

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

## Our business

Our business is organised into two main operating companies, Building Research Establishment Ltd and BRE Global Ltd, and we operate a combined group management system.

## Our supply chains

Our supply chains include providers of goods, services, materials, and utilities.

## Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or 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 and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we require prospective and existing suppliers to declare whether they have in place a corporate social responsibility policy that includes among other things commitment to ethical sourcing in materials and human rights.

We have in place systems to:

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

We have zero tolerance to slavery and human trafficking and we have a dedicated management systems and compliance team.

## 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 intend to provide training to our staff in respect thereof.

## Our effectiveness in combating slavery and human trafficking

We will explore how to measure our effectiveness in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.

## Further steps

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Review existing policies, procedures and forms with regard to combatting slavery and human trafficking
- Develop training that includes slavery and human trafficking awareness
- Explore how to measure and assess the effectiveness of our policies and procedures

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 2016.



## Niall Trafford

Chief Operating Officer BRE Group  
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