

# Slavery and Human Trafficking Statement

## Introduction from the Acting Chief Executive Officer

The BRE group of companies (BRE Group) is committed to improving its practices to combat slavery and human trafficking. As standard-setters in responsible and ethical sourcing, we feel that we should be the paragon of good practice in ensuring that workers are treated ethically and fairly, regardless of what they do or where they work. We will continually strive to improve our practices and encourage those we work with do so as well.

## Organisation Structure

BRE Group is owned by BRE Trust, which is a charity registered in England and Wales and in Scotland. Its head office is in Watford, England.

The BRE Group employs over 630 people worldwide, with a business presence in over 78 countries. It has a global annual turnover of more than £54m.

## Our business

The BRE Group consists of nine actively trading companies with the two main companies being Building Research Establishment Limited (BRE) and BRE Global Limited (BRE Global). They all operate under the same group management system.

Amongst other things, BRE Global practices assurance disciplines and operates the BREEAM and LPCB certification brands. BRE performs a wide range of advisory and expert witness services, and operates a number of web-based tools and applications related to the built environment.

Profits from the BRE Group are gift aided to the BRE Trust in order to further its charitable mission of advancing knowledge, innovation and communication in the built environment and to 'build a better world together'.

## Our supply chain

Our supply chain includes providers of goods, services, materials, and utilities. We have updated our Contractor Self-Appraisal questionnaire to include questions regarding the Modern Slavery Act 2015 and added compliance with such to our selection criteria.

## Our Policies on Slavery and Human Trafficking

We are committed to working towards the eradication of modern slavery and human trafficking from our supply chain, and in any other part of our businesses. Our "BRE Way" code of conduct reflects our commitment to acting ethically and with integrity, whether dealing with individuals, companies or other organisations. Our ethical business policy also ensures that we make appropriate considerations when commencing business in new markets.

## Due diligence process for slavery and human trafficking

We have in place systems to:

- Identify and assess potential risk areas in our supply chain via our supplier management processes.
- Mitigate the risk of slavery and human trafficking

occurring in our supply chain.

- Protect whistle blowers and those who speak up.

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

## Training

We conduct training sessions for our operations, finance, legal and estates teams to help them identify signs of modern slavery and highlight the correct reporting procedures, should such be identified. We are in the process of delivering other awareness training for all staff and envisage that it will be completed during 2019.

## Our effectiveness in combating slavery and human trafficking

We review our policies and procedures regularly and update them as required. We will also start to report on how effective these have been, whilst also noting that it is difficult to prove the complete absence of Modern Slavery in any business.

## Wider Impact

The BRE Group is unique and holds itself to high levels of industry leadership on key matters such as Modern Slavery. Indeed BRE Global published its Ethical Labour Sourcing standard in February 2017. This standard provides an opportunity for all companies in the built environment sector to better understand Ethical Labour, and the breadth of considerations in relation to it. In 2018 BRE Global published the ELS standard online, making it available to all companies in the UK to self-assess free of charge. We will comment on the uptake in our next statement.

## Further steps

We are fully committed to the Act and have identified some areas of improvement for the next financial year - many of which we are working on already. For example, we are:

- reviewing existing policies, procedures and forms which address combatting slavery and human trafficking
- rolling out slavery and human trafficking awareness training to all staff concerning
- exploring new ways to measure the effectiveness of BRE Group policies and procedures and begin the reporting of such on our website

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the BRE Group's slavery and human trafficking statement for the financial year ending 31 March 2018.

## Niall Trafford

Acting Chief Executive Officer  
BRE Group  
October 2018