

Slavery and Human Trafficking Statement

Declaration Broadway Malyan is an international architecture, urbanism and design practice currently operating in the UK, EMEA, Asia Pacific and South America. In compliance with the Modern Slavery Act 2015, this statement relates to the steps Broadway Malyan has taken to discharge its obligations under the Act and maintain that slavery and human trafficking does not take place in any part of its own business which includes its supply chains.

Organisational policies Broadway Malyan strives to maintain the highest standard of employee conduct and ethical behaviour. We encourage the confidential reporting of concerns related to the direct activities of our business and supply chains which is covered in our 'Equality of Opportunity & Diversity Policy' and 'Grievance Procedure'. We also have a 'Child Protection Policy' in place which applies to staff and sub-consultants with the aim of protecting children and young people from maltreatment or exploitation. Our internal recruitment process engages only selected reputable employment agencies which seeks to eliminate the risk of slavery and human trafficking.

Verification and Risk Assessment Our Industry experience and internal review mechanism to evaluate who we conduct business with is planned so as to only engage those who share our vision and values outlined in our organisational policies. Our sub-consultants are also appraised through a questionnaire which is designed to evaluate their adherence to the requirement of the Modern Slavery Act 2015.

Training A variety of training is offered to our staff from in person to online material to assist with their continuous responsibility for implementing and monitoring compliance to the prevention of slavery and human trafficking in the company's corporate activities.

Executive Board approval This statement has been approved by Broadway Malyan's Executive Board, who will review and update it annually.