

Modern Slavery Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 (the Act) and following consultation with an independent ethical consultant regarding our approach to ensuring we are responsible in modern slavery matters. Bowman Riley is fully supportive of any legislation that aims to reduce modern slavery and human trafficking in our society. Although we are not legally required to make this statement under section 54(1)b, we recognise our responsibility and commitment to the business, our employees, and stakeholders by adhering to this statement.

Organisation's structure and business

Bowman Riley is a RIBA and RICS Chartered Practice and employs over 65 direct members of staff, occasionally assisted by consultants and contract staff. The staff roles range from architects, technologists, designers, building surveyors, and support staff with offices in Leeds, London, and Skipton. The practice works within the construction sector and provides architectural, building consultancy, and interior design services to various sectors, including education, retail, commercial, healthcare, hotel, leisure, and residential.

Our supply chains

As providers of architectural, building consultancy, and interior design services, we do not act as a producer, manufacturer, or retailer of physical goods. We have no supply chain in relation to such activities, and as such, our supply chain is limited. As part of the integrated management system, we have a procedure for selecting and reviewing approved specialists/suppliers.

Anti-slavery policy statement

Bowman Riley has zero tolerance for slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or any part of our business.

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

This statement reflects our commitment to acting ethically and with sincerity in all our business relationships and sits alongside our values: quality, people, integrity, and delivery.

Policies and culture

In addition to our Anti-Slavery Policy Statement, we have several internal policies to ensure that we conduct business ethically and transparently.

These include:

Induction and recruitment procedure – we operate a robust recruitment procedure, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

The whistleblowing policy allows all employees to raise concerns about how colleagues are treated or practices within our supply chain without fear of reprisals.

Equal opportunities policy – we operate this policy in line with our corporate structure, recruitment process, and employment roles.

Health and safety policy – we have an internal health and safety policy, and as part of our recognition of being a responsible employer, we have been assessed and achieved and hold CHAS and Constructionline accreditation.

Training policy – Training is offered to all our staff, from induction and through their career at Bowman Riley, on all our policies, values, ethics, and responsibility for implementing and monitoring compliance.

Ethics

Employees' rights and benefits are available to all staff and are set out in their contracts of employment and alongside Bowman Riley's employee handbook.

Suppliers' adherence to our values

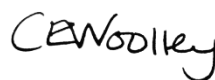
If a specialist or supplier or any other entity of our supply chain were suspected of engaging in or supporting slavery or human trafficking, we would investigate and, if necessary, terminate our relationship with the supplier.

Training

To understand the risks posed by modern slavery and human trafficking in the context of the practice's supply chain and our business, we will communicate this statement to all staff, and any new starters will be made aware of this statement.

Director name: Caroline Woolley

Signed:



Date: 20 February 2024

Review date: February 2025