

# Modern Slavery and Human Trafficking Statement

Last Updated: 10.11.16

## Introduction and declaration

Purcell is an architectural and consultancy practice with a strong commitment to quality. We are a top ten AJI 20 Practice with approximately 300 staff made up of talented architects, designers, heritage consultants and surveyors across regional studios in the UK and three international studios. Purcell is a medium sized organisation and our corresponding turnover means we do not have legal obligations under the Modern Slavery Act 2015. However Purcell is committed to ensuring its business practices are of exemplary standards both practically and ethically, and we have embedded and long-standing CSR principles. As such, Purcell voluntarily operates this Modern Slavery and Human Trafficking Statement, outlining Purcell's commitment to preventing slavery and human trafficking in any part of its own business or its supply chains.

## Organisational Structure and Supply Chains

The Practice has a robust governance structure through the following groups:

- The Equity (Owners) – responsible for Architectural Reputation & Financial Stability
- The Board – responsible for strategic direction
- The Executive – responsible for sales and marketing strategy

Purcell operates a regional business model with each of our studios holding autonomy and responsibility for success, quality and legal adherence. As such, the governance structure, which covers all studios, ensures a cohesive approach is maintained. Accountability and transparency of decisions and actions is provided through the disposition of responsibility for key management roles and the publication of the minutes of all key management groups on the Practice's intranet. Compliance with applicable legislation is controlled through actions such as external financial audit and our ISO management system.

Purcell's supply chain is wide ranging and includes architectural contractors, sub-consultants, other architectural practices, office suppliers, service agencies etc. Purcell has seven decades of experience and who we do business with is planned so as to only engage those who share Purcell's values. An open and effective relationship with stakeholders, based on mutual trust, is fundamental to day-to-day business success and the way the organisation operates. Purcell has zero tolerance to slavery and human trafficking, and the Equity and Board members are responsible for ensuring our zero tolerance stance is adhered to.

Purcell is fully aware that services and goods from sources outside of the UK and EU are potentially more at risk of slavery and human trafficking issues. Our stringent levels of management control apply to all sources, nationally and internationally.

Purcell's recruitment processes engage only selected reputable employment agencies to recruit on their behalf, and those employed by Purcell (whether directly or via an agency) are always offered competitive benefits, terms and conditions, as well as high standard working environments and a positive work-life balance.

## Corporate Values and Our People

Purcell strives to maintain the highest standard of employee conduct and ethical behaviour. All partners and employees are expected to adhere to the following corporate values which are set out in Purcell's Corporate Social Responsibility policy:

- Treat colleagues fairly, equitably and with respect
- Operate ethically and with integrity at all times
- Keep within the law and observe standards of human rights
- Protect the environment for future generations through all personal and professional activities
- Be a responsible neighbour in the community.

The expectations of Purcell's employees are communicated on the intranet and via Role Profiles for each job within the business which set out performance measures and behaviours. These measures and behaviours are then assessed through twice yearly performance appraisals and agreed development plans which are tracked and recorded.

We actively monitor the ability of our staff to work legally in the country of employment and our process of due diligence ensures that our preferred suppliers are equally as meticulous in this respect.

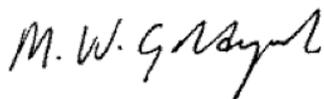
## Organisational Policies

Purcell encourages the confidential reporting of concerns related to the direct activities of our business and supply chains via our 'Equal Opportunities Policy' and 'Grievance Procedure'. The organisations commitment to corporate social responsibility is set out in the CSR policy.

## Board Approval

Purcell will not knowingly support or deal with any business involved in slavery or human trafficking. We are satisfied that from our own due diligence there is no evidence of any act of modern slavery or human trafficking in our organisation or supply chain.

This statement has been approved by the Purcell Board, who will review and update it annually.



Mark Goldspink

November 2016