Anti-Slavery and Human Trafficking Statement

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Policy Owner	Head of HR	Policy created	1 May 2021
Reviewed by	Andrew Thomas	Due for next review on	31 April 2027
Signed		Contact if any questions	hr@ahmm.co.uk

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AHMM Policy

Anti-Slavery and Human Trafficking Statement

1 Introduction

This statement describes the steps which Allford Hall Monaghan Morris[1] (AHMM) has taken during the last financial year, ending March 2026, to ensure that slavery and human trafficking is not taking place in any part of the practice, or in any of our supply chains.

The statement illustrates our commitment to conducting business with honesty and integrity, acting ethically in all our business relationships, treating all people with dignity and respect, and complying with all applicable laws, regulations, treaties and codes.

2 Our Organisation

We are a leading architectural practice providing a full range of architectural services across a comprehensive range of building sectors, including conservation, health, office and residential for clients in the UK and abroad.

We take a pro-active approach to sustainability in the design of our buildings as well as our operations, which reflects the need to address the social, environmental and economic impact arising from these activities.

AHMM's UK based company operates from offices in both London and Bristol, while our US-based company (LLC) has its office in Oklahoma City, our Spanish-based company (SLP) has its office in Madrid and our Australian-based company (PTY) has its office in Sydney. The Group directly employs around 400 people across its five offices – the larger proportion being based in our head office in London.

Our supply chains fall into two main categories; professional consultancies providing design and other services on a sub-consulting basis, throughout the architectural design process; and various suppliers of goods and services which support our operations as a business.

3 Our commitment

AHMM does not tolerate slavery or human trafficking and strives to put in place and maintain systems and processes to ensure it does not take place in our work, our operations or our supply chain.

We are an RIBA Chartered Practice and maintain high levels of honesty, competency and professionalism in all of our dealings, in adherence to the RIBA Code of Practice and in compliance with all applicable laws, regulations, treaties and codes of practice in force from time to time.

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1 The Allford Hall Monaghan Morris Group, referred to in this statement as AHMM, includes Allford Hall Monaghan Morris Limited and its direct subsidiaries, AHMM Limited, AHMM BV, Allford Hall Monaghan Morris LLC, Allford Hall Monaghan Morris SLP, and Allford Hall Monaghan Morris PTY ("the Group").

4 Working Practices, Policies and Procedures

Our working practices and our policies and procedures, including Anti-Corruption and Bribery, Equal Opportunities, Disciplinary and Grievance and Anti-Harassment Bullying, reflect our commitment to fair employment practices, all of which are underpinned by our Corporate Responsibility Policy, which was first published in December 2020.

To ensure that salaries are paid on a fair and comparable basis we carry out benchmarking across our offices and also externally.

Our working culture does not promote excessive working hours, and we monitor any overtime worked on a regular basis, recognising this when appropriate by offering TOIL (time off in lieu).

AHMM is an accredited Living Wage Employer and does not offer unpaid internships.

5 Due Diligence

Though we consider ourselves at extremely low risk of any form of modern slavery or trafficking, largely because of our lack of direct involvement in building activities, our due diligence is regularly examined, and refreshed where necessary, to continue to identify and eliminate any risks to workers in our supply chains.

As part of our efforts to monitor and reduce the risk of slavery and human trafficking within our practice and supply chains we have a new piece of software in place, which includes a comprehensive questionnaire for our suppliers to answer. This is run through a proprietary procurement application, which improves the checking and monitoring of our supply chain, ensuring that among other things:

- Employment is freely chosen – no forced labour or human trafficking is practised.
- Working hours are not excessive and a fair wage is paid.
- Child labour or other exploitative, cruel or degrading practices are not tolerated.
- No discrimination is practised.

Our in-house Legal & Appointments team is responsible for reading and checking contracts, statements, policies, as well as terms and conditions for not only our architectural projects, but for all other suppliers, contractors and any persons or company providing a service to AHMM as part of our commitment to establishing, assessing and eliminating areas of potential risks of slavery and human trafficking in our business and supply chains.

We assess the effectiveness of the steps we take to prevent Modern Slavery and Human Trafficking in our business and supply chains through appropriate performance indicators. These include, where relevant:

- Monitoring completion of supplier due diligence questionnaires through our procurement system (Procureware)

- Reviewing whether any Modern Slavery concerns, incidents or grievances have been raised through internal reporting channels
- Tracking the extent to which key suppliers have confirmed their compliance with our standards
- Reviewing whether any issues identified through our due diligence processes have been addressed appropriately and in a timely manner.

We will continue to keep these indicators under review and develop them further as our processes evolve.

6 Supply Chain Relationships

With regards to adhering to values and ethics, AHMM expects our suppliers to have natural respect for our ethical standards in the context of their own culture.

We specifically expect our suppliers to extend the principle of fair and honest dealings, which we have with them, to all others with whom they do business, including employees, sub-contractors and other third parties. An example of this would be the requirement of our contracted cleaning personnel to be paid the London Living Wage.

The longevity of our practice has enabled us to establish relationships with reputable external consultants and other suppliers, who are aware of and adhere to our required standards and the measures we have in place. And, just like all of our suppliers, they are still subject to due diligence and vetting.

7 Training

AHMM recognises that awareness among staff is an important part of identifying and preventing Modern Slavery and Human Trafficking. As part of our commitment to preventing Modern Slavery and Human Trafficking, AHMM provides guidance and training? to relevant staff so that they are aware of the sings of Modern Slavery risk, understand the importance of raising concerns, and are able to follow the appropriate internal processes where issues are identified. We will continue to review our training and awareness measures to ensure they remain proportionate to the nature and level of risk in our business and supply chains.

8 Statement

This statement is made in accordance with the Act2, and constitutes AHMM's anti-slavery and human trafficking statement for the financial year commencing April 2024 and ending March 2025. This statement has been reviewed by our Head of Human Resources, approved by our Board of Executive Directors, made available for staff to access through our intranet and is published on our website – www.ahmm.co.uk.

This statement will be reviewed, updated and published annually.

This statement applies to all AHMM group companies, including:

- Allford Hall Monaghan Morris Limited
- AHMM Limited
- AHMM BV
- Allford Hall Monaghan Morris SLP
- Allford Hall Monaghan Morris PTY

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