



MODERN SLAVERY





Modern Slavery and Human Trafficking Statement

This statement sets out the steps the company has taken during the financial year 2020-2021 to ensure that modern slavery and human trafficking is not occurring in our organisation or supply chains.

If there are any areas where no action has been taken, or where investigations into potential steps to be taken are ongoing, that fact will be clearly stated.

Organisational structure and activities

One Creative Environments Limited ('ONE') is a private company registered in England and Wales, with registered number 2738102.

The company is a professional multi-disciplinary design firm, comprising master planners, architects, landscape architects, civil and structural engineers, mechanical and electrical engineers, interior designers and project managers, and is a qualified Chartered Practice of RIBA and the Landscape Institute.

The services ONE provides to its clients are predominantly office or site-based.

Supply chain structures and activities

The company's supply chain in relation to its services consists on the whole of other regulated professional services (quantity surveyors, civil and structural Engineers etc), which the company considers to be very low risk in relation to slavery and human trafficking and therefore takes no specific action regarding these relationships.

In terms of goods supplied to the company, the majority will be goods for use in an office environment. Occasionally the company will be supplied with goods for use outside the office environment, for example 'personal protective clothing'. The supply of either type of goods is not a regular occurrence and the company will assess whether any additional measures are required in relation to each substantial acquisition of goods.

Due diligence

Within our own organisation and many of our activities, the risk of modern slavery remains low.

It has been identified from our practices that it is in the supply of certain architectural products that there is a risk of modern slavery practices. Hence, as an intrinsic part of our specification procedures for materials, goods and services, we seek supplier clarification of the business principles, including their employment practices and any likelihood of instances of modern slavery and its associated practices.

If we cannot be assured of a positive response or have reassurance in these matters, we will seek alternative sources for the required materials, products or services.

We endeavour, always, to ensure that there is minimal risk of modern slavery practices amongst any of our suppliers. Our policy is to embed respect for human rights and take a zero-tolerance approach to modern slavery throughout our organisation and any companies with whom we work with in any context.



Our policies have been communicated to staff and clients and we have mechanisms in place to address any instances of modern slavery of which any of our employees become aware.

Risk assessment conclusions

It is our usual practice to work alongside those organisations with whom we have a long-standing business relationship and of whose business practices we have a thorough understanding. Any new relationship will be based upon a thorough due diligence examination of such business practices and a commitment to exposing modern slavery practices should we discover them and to working only with those who share our desire to stamp out such practices.

As stated above, we believe that the only area of moderate risk within our supply chain is that of the supply of certain architectural products. We confirm that each supplier will be fully vetted as to their business and employment practices before we commit to an ongoing business relationship.

Training

All employees undergo an induction into the company's policies and procedures as part of their initial orientation upon employment. These policies and procedures are revisited regularly. This includes familiarity with this statement and its impact upon our business practices.

Those actively engaged in product or material specification undertake additional training to raise awareness of modern slavery issues and the measures they should take to ensure that the business and employment practices of any company with which the company conducts business have been reasonably determined.

Other activities/steps

This statement and related policies, actions and procedures are reviewed on an annual basis by the HR Manager to ensure the currency and effectiveness.

Approval

This statement has been approved by the company's Managing Director.

A handwritten signature in blue ink, appearing to read 'M Tebbatt', is positioned above a horizontal dotted line.

Matt Tebbatt RIBA
Managing Director

Date: January 2020