



**GERALDEVE**

## **Modern Slavery Statement 2018**

### **What we do**

Gerald Eve LLP is a firm of property consultants based in the United Kingdom. We operate a national network of nine offices across England, Scotland and Wales. The firm offers a range of services including occupational and investment agency, planning and development, every aspect of building consultancy, rent review and lease renewal instructions, compulsory purchase and compensation, valuation, business rates, property taxation and project services. Over the past financial year we have established a new service line, Property and Asset Management, which provides services to commercial real estate investors. On average, we advise 40 of the FTSE100 companies and approximately 90% of our clients have instructed us for more than five years.

Since our established in 1930, the firm has subscribed to the core values of Trust & Integrity, Respect, Friendliness and Excellence, and at the same time operating as a modern, commercially astute partnership. The values permeate the firm at all levels: in the service we provide, the way we treat our employees and our clients, and our relationships with suppliers.

### **Modern Slavery risk assessment**

As a medium sized professional services firm, our supply chains are not extensive. We have reviewed the suppliers with whom we have engaged in the past year, a significant number of those on the first tier of our supply chain are based in the United Kingdom. The suppliers with whom we most frequently engage are other professional services firms, institutions such as Royal Institution of Chartered surveyors (“**RICS**”), or local government bodies. Other suppliers include: suppliers of office goods, information technology equipment and catering. Due to the size and nature of our supply chain we consider there to be a low risk of modern slavery and human trafficking within the supply chains.

When engaging with new suppliers we utilise a pre-qualification assessment questionnaire that assesses each of health and safety, diversity, data protection and modern slavery policies. During the selection process our employees have been trained to follow a quality assurance procedure to assess suppliers based on historic performance, availability, recommendations, delivery and where relevant, ISO 9001 registration. Prospective suppliers are also required to demonstrate their own compliance with the Modern Slavery Act 2015. This process ensures the quality of the supplier and mitigates the risk of harmful working practices.

In line with our values and business processes many of our existing policies and procedures are relevant in ensuring that the risk of modern slavery and human trafficking is significantly reduced in our business and supply chains. These include Code of Conduct and Ethics, Human Resources Policy statement, Modern Slavery, Human Rights, Corporate Social Responsibility Policies and the Quality Assurance process. During the 2015/2016 financial year the firm gained Living Wage accreditation reflecting the recognition of direct employees' contribution to the firm and those suppliers who frequently work on our premises, we continued this accreditation into the 2017/2018 financial year.



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We have assessed the risk of modern slavery within our new business line, Property and Asset Management. As this business line requires support from a raft of external specialists, particularly in the field of Facilities Management, we are aware that we may be exposed to a higher risk of modern slavery. To this end we have established a bespoke protocol, which includes an ongoing review, evaluating the suppliers and supply chains connected to this business line. Furthermore, these suppliers are required to demonstrate compliance with the Modern Slavery Act 2015.

**Our continued commitment to the reduction of modern slavery**

As a firm we are committed to playing a role in the reduction of modern slavery and human trafficking, the firm itself does not engage in such practices and the assessment of our supply chains has revealed that our exposure to such practices, within the Supply Chain, is low.

We continue to ensure our employees are aware of social issues and are trained accordingly. Our Professional Standards Panel continues to improve ethics training provided to our surveyors and during the past year our Continuing Professional Development sessions have included Modern Slavery which also forms part of our annual compliance training.

In compliance with the Modern Slavery Act 2015 we will continue to monitor and review our suppliers and supply chains on an ongoing basis, particularly those suppliers based in higher risk jurisdictions.

Signed

Simon Rees,

Managing Partner

July 2018