



STATEMENT PURSUANT TO SECTION 54 OF THE MODERN SLAVERY ACT 2015

July 2020



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ABOUT US

Gerald Eve LLP (“Gerald Eve”, the “Firm”) 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 its’ traditional surveying practice as well as other aspects of property consultancy such as property asset management; building consultancy and planning and development. We advise 40 of the FTSE100 companies and approximately 90% of our clients have instructed us for more than five years. Since the founding of the Firm in 1930, we have subscribed to the core values of Trust, Integrity, Respect, Friendliness and Excellence, while at the same time operating as a modern and commercial business. These values pervade the firm at all levels, and this is demonstrated in all our dealings -in the service we provide, the way we treat our employees and our clients, and our relationships with suppliers.

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. It is important to us that our clients see that we value ethical behavior and we do not subscribe to poor ethical standards.

OUR SUPPLY CHAIN

1 ENVIRONMENTAL, SOCIAL AND GOVERNANCE (“ESG”)

As a business we have affirmed our commitment to the issues that matter most to ourselves and our clients, such as sustainability and a robust response to ethical issues, to this end we have recently formed the ESG, ensure that we are mobilised to respond to these issues. As part of this initiative we will be enhancing our Supplier Due Diligence process and asking our Supplier’s (which include our sub-consultants) to sign up to our Supplier Code of Conduct.

2 RISK ASSESSMENT

As a medium sized professional services firm, our supply chains are not extensive. We have assessed the risk of modern slavery within our business lines, particularly where we were are reliant on external contractors. A significant number of our Suppliers, with whom we have engaged in the last year, on the first tier of our supply chain are based in the United Kingdom, many of whom are small businesses who are not extensively exposed to the risk of modern slavery. 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, but are not limited to, suppliers of office goods, information technology equipment and catering. 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.

OUR EMPLOYEES

1 RECRUITMENT PROCESS

As part of our HR recruitment process, we only use reputable recruitment firms and comply with all relevant laws and regulations. We regularly review our recruitment procedures and providers on our preferred suppliers list, as well as our arrangements for employee wellbeing.

Throughout any recruitment process we follow best practice and regulation to ensure fairness and that our processes are non-discriminatory. We have introduced an outsourced background check process which provides an additional check on right to work and employment history for our new joiners. We do not support the use of zero-hours contracts for any of our employees.

As a firm, we aspire to be an employer of choice, for those that work for us and to attract talented individuals from all backgrounds. We work to provide our employees with a range of resources to encourage and support good mental and physical health, to look after themselves and their families.

Gerald Eve LLP is an accredited living wage employer, ensuring those that work for us and on our sites are paid a fair wage. We are committed to improving our Gender Pay Gap and will be introducing an ethnicity pay gap report in 2020/21, as fairness and inclusivity are values that we strongly believe in and permeate our people processes.

2 TRAINING

We continue to ensure our employees are aware of social issues and are trained accordingly. Our employees regularly receive ethics training which encompasses both lecture style training as well as scenario-based discussions. As part of our annual mandatory online training, all employees are required to complete an e-learning module concerning Modern Slavery.

This year we will be introducing new bite-sized learning videos to give practical advice based on relevant real-life examples on how to handle ethically difficult situations, for example where a surveyor may be confronted with evidence of Modern Slavery during an inspection.

3 POLICIES

In line with our values and business processes we have various policies to address ethical behavior across the business, including, Code of Conduct and Ethics, Human Rights Policy Statement. We also have a program to support Corporate Social Responsibility.

Approved and signed by:



Simon Rees
Managing Partner

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