

Modern Slavery Act Transparency Statement

This slavery and human trafficking statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It constitutes our statement for the financial year ending 31 December 2019.

Introduction from the group chief executive officer

A review of our slavery and human trafficking statement was undertaken during the course of the year. We remain committed to improving our practices to combat slavery and human trafficking.

We have a zero-tolerance approach to modern slavery across all areas of our organisation, as well as in our supply chains. We are committed to ensuring that we are not connected to modern slavery in any way. We aim to ensure that our business operates in an open and transparent way and our approach to tackling modern slavery throughout our supply chains is consistent with our obligations under the Modern Slavery Act 2015.

Currie & Brown has a firm set of organisational values that encompass everything we do. Our values were established through an organisation-wide staff consultation and a series of values workshops, which involved members of staff at all levels. We are justifiably proud of this bottom-up approach, an approach that has ensured our values reflect both our business and our staff. We positively promote these values in our activities and places of work.

Clients	We treat clients the way we would want to be treated.
People	We care for our people through a challenging and supportive working environment.
Excellence	We strive for excellence.
Sustainability	We care about the effect we have on the environment.

Organisational structure and supply chains

Currie & Brown is one of the world's leading physical assets management and construction consultancies, dedicated to advising clients in respect of the management and utilisation of their physical assets. We operate throughout the world and have offices in the Americas, Asia Pacific, Europe, India and the Middle East.

Modern Slavery Act Transparency Statement

As a professional services business our supply chain is relatively limited.

Further information about our structure, global services, industries and locations can be found at www.curriebrown.com.

Our policies on slavery and human trafficking

We aim to work in partnership with all our contractors, suppliers and other business partners to ensure that they share and work towards our opposition to slavery and human trafficking. To manage this, as part of our contracting processes, we include specific prohibitions on the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect our suppliers to hold their own suppliers to the same high standards. We evaluate all new suppliers with respect to modern slavery and human trafficking risk.

Our anti-slavery and human trafficking policy is available to all our staff via the company intranet and we inform our suppliers of our commitment to preventing modern slavery through their service contract.

In 2019 we launched a supplier code of conduct which further reinforces our requirements for ethical conduct through our supply chain. Our supplier code of conduct is available on our website.

Due diligence processes

People – recruitment and employment

As a professional services organisation we deliver our services through our high-quality staff and as such we have robust recruitment practices supported by representatives of our People Team in each region in which we operate. Checks are defined in a group minimum standards document on employee vetting and include evidence to support candidates' 'right to work'. This close involvement and oversight limits the risk of employing anyone who is forced or trafficked labour.

Where we have sub-consultants or contractors providing services on our behalf, we require them to comply with our terms which include reference to the procedures and practices outlined in the Currie & Brown anti-slavery and human trafficking policy statement. We further enhanced our control procedures associated with sub-contractors and sub-consultants during the year.

Modern Slavery Act Transparency Statement

The prevention, detection and reporting of modern slavery in any part of our organisation or supply chains is the responsibility of all those working for us or under our control. Employees are required to avoid any activity that might lead to, or suggest, a breach of this policy. Employees are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of our organisation or supply chains at the earliest possible stage.

Whistleblowing arrangements

We encourage the reporting of any wrongdoing through internal and external whistleblowing procedures. These procedures also contain arrangements to ensure the protection of whistleblowers. During 2019 a targeted poster campaign raised awareness of the independent whistleblowing service that we provide and through the supplier code of conduct this service has been made available to our supply chain.

Suppliers

We have, and are improving, our arrangements to identify and manage potential risk areas in our supply chain and to work with them through requiring their compliance with the Modern Slavery Act and building long-standing relationships with them.

We are committed as an organisation to tackling modern slavery and human trafficking and want to work with suppliers who share our values. To ensure contractors and those in our supply chain comply with our values, we have in place a supply chain compliance programme which includes standard clauses in sub-contractor/sub-consultant contracts. In addition, we have a compliance team, which involves members of the legal, people and finance departments.

Risk assessment

We made improvements to our risk management procedures during the year which included a full risk review of the business and enhancements to our enterprise risk management policy and procedures. Modern slavery within our business is considered low risk but we have identified benefits in raising staff awareness of the issues to ensure any concerns within the regions in which we operate or on the projects on which we work are raised appropriately.

Measuring effectiveness

Modern Slavery Act Transparency Statement

We will carry out a review exercise annually to gauge the effectiveness of our arrangements.

Training for staff

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our organisation and our supply chains, we have implemented an e-learning package to relevant staff via our online platform.

Continual improvement

We are committed to improving our practices to combat slavery and human trafficking and will provide updates in future statements. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and was approved by the Currie & Brown board of directors at their meeting on 21 January 2020.

Signed



Euan McEwan
Group Chief Executive Officer
21 January 2020