

Modern Slavery & Human Trafficking Statement

Financial Year ending 31 March 2023



MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

ABOUT US

Gerald Eve LLP is a firm of property consultants based in the United Kingdom. We operate a national network of nine offices across the United Kingdom. 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.

In March 2023 Gerald Eve LLP joined Newmark Group, Inc. a Nasdaq listed full service international real estate business. Newmark, together with its business partners, operates from over 170 offices globally, with over 7,000 staff. Gerald Eve advises 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

As a firm Gerald Eve remains committed to playing an active role in the reduction of modern slavery and human trafficking. It is important to us that our clients see that we value ethical behaviour and we do not subscribe to poor ethical standards. In addition to the matters set-out below, we partner with Their Voice, a UK-based charity providing support to survivors of modern slavery and human trafficking. Our commitment to issues that matter most to our clients continues to evolve through our ESG framework, which we term 'Our Shared Purpose'. We have placed a high priority in ensuring that as well as our staff, our suppliers embrace our same standard of ethical behaviour.

OUR SUPPLY CHAIN

As a medium sized professional services firm, our supply chains are not extensive. Most of our suppliers are UK based suppliers of office goods, information technology equipment and services, catering providers, or other professional services firms, generally regulated by institutions such as Royal Institution of Chartered surveyors ("RICS"), the Solicitors Regulation Authority or Financial Reporting Council. As part of the Newmark Group, we have embraced Newmark's global standards, including a "Vendor Code of Conduct" applicable to all suppliers. We will continue to monitor our policies to ensure they are fit for purpose and implement UK specific policies where suited.

Having re-assessed the risk of modern slavery within our business lines this year, we remain confident that there is a low risk of Modern Slavery and Human Trafficking. This notwithstanding, in compliance with our legal requirements 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

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, physical, social and financial health, to look after themselves and their families. Gerald Eve LLP is an accredited living wage employer, ensuring those that work for us and at our offices are paid a fair wage. Recruiters, like any of our suppliers, are subject to our supplier due diligence processes. We only use reputable recruitment firms with whom we have built strong working relationships. We regularly review our recruitment procedures and providers to ensure our recruitment processes are being conducted lawfully and in accordance with our ethical standards. We continue to utilise an outsourced background check process which provides an additional check on right to work and employment history for our new joiners.

We continue to ensure all our staff are aware of social, legal and professional issues and are trained accordingly. All our staff are required to undertake regular ethics training which utilises both lecture style training as well as scenario-based discussions (for example, where a surveyor may be confronted with evidence of Modern Slavery during an inspection). As part of our annual mandatory online training, all staff must complete an e-learning module concerning Modern Slavery, among other things. As part of our ongoing leadership training we have created workshops focusing on ethical leadership.

OUR FUTURE

As a Newmark Company we will continue to work with our partners, both in the UK and overseas, to ensure a joined up and effective approach. We will continue to review our procurement policies, training and staffing to ensure our approach to combating Modern Slavery and Human Trafficking permeates every aspect of our business and continues to be passed through our supply chains.

The next review date for this policy is 31 March 2024.
Approved and signed by:



Simon Rees, Managing Partner