



MODERN SLAVERY

June 2022

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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 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 behavior and we do not subscribe to poor ethical standards.

OUR SUPPLY CHAIN

1. Environmental, Social and Governance (“ESG”)

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 our suppliers embrace our same standard of ethical behaviour. During the course of the 2022/2023 financial year we will be introducing a new supplier onboarding process to ensure that we only work with those suppliers who embrace this ethos.

RISK ASSESSMENT

As a medium sized professional services firm, our supply chains are not extensive and 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 or other human rights violations. A significant number of our Suppliers in 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, but are not limited to, suppliers of office goods, information technology equipment and services, 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 that we have built strong relationships with and who have complied with our PSL process, and comply with all relevant laws and regulations. We regularly review our recruitment procedures and providers.

Throughout any recruitment process we follow best practice and regulation to ensure fairness and that our processes are non-discriminatory. We have recently introduced the use of anonymised CVs to help reduce the risk of unconscious bias in our recruitment process. 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 do not support the use of zero-hours contracts for any of our employees, however, we do want to promote more flexibility for our employees in their working arrangements.

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. Supporting our employees with their wellbeing over the past financial year has been a key priority and will continue to be so.

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 for the first time in 2020/21 voluntarily published our ethnicity pay gap which we continued to do this year, as fairness and inclusivity are values that we strongly believe in and permeate our people processes.

2. Training

We continue to ensure our employees and equity partners are aware of social, compliance and professional 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.

Earlier in the year we engaged with our equity partners and other senior leaders in a series of workshops entitled "Shaped by Ethics" as well as sessions on 'Leading Inclusively'.

This year we will be introducing new bite-sized learning videos and podcasts to give practical advice and training based on relevant 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.

The next review date for this policy is 21 March 2023
Approved and signed by:



Simon Rees, Managing Partner
June 2022

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