

## **CHQ Modern Slavery Policy**

CHQ Architects is committed to improving its practice to combat modern slavery and human trafficking. This policy sets out RIBA's recommended actions to understand all potential modern slavery risks related to the business and to ensure that there is no slavery or human trafficking in our business or supply chains.

As a Chartered Practice with The Royal Institute of British Architects, CHQ Architects Ltd recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

### **Relevant Policies**

We are committed to ensuring there is no modern slavery or trafficking in our practice. We aim to comply with relevant policies; including our Equal Opportunities Policy and specifically to pay due regard to the health, safety, welfare, and dignity of those with whom we come into contact.

CHQ Architects has the following policies and procedures in place:

- Anti-Bullying and Harassment Policy
- Corporate Social Responsibility Policy
- Equality, Diversity and Inclusion Policy
- Health and Safety Policy
- Workplace Alcohol and Drugs Policy
- Employee Privacy Policy
- Anti-bribery Policy
- Environmental and sustainability policy

### **Training**

It is essential that all our staff have an awareness of modern slavery issues. We will provide, on an ongoing basis, information and training to staff. We will also provide one to one support and guidance to staff who have responsibilities including:

- How to identify the signs of slavery and human trafficking
- What initial steps should be taken if slavery or human trafficking is suspected
- How to escalate potential slavery or human trafficking issues to the relevant parties within the organisation

As a RIBA Chartered Practice we pay above the UK Living Wage.

CHQ Architects adheres to the **RIBA Code of Conduct** and **Code of Practice** that specifically refers to the Modern Slavery Act and the requirements it places upon RIBA practices.

This statement is made pursuant to the Modern Slavery Act 2015.

### **Monitoring and Review**

The policy will be monitored and subject to formal annual review by the Senior Director or Managing Director.