



Modern slavery and human trafficking statement

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Introduction

We are committed to preventing modern slavery and human trafficking in our business and supply chains. We recognise our responsibility to combat these issues and ensure ethical practices throughout our operations.

AHR Architects Ltd and AHR Building Consultancy Ltd (“AHR”) is a practice with over 270 people working across nine UK offices. We employ our people directly and occasionally through reputable agencies. We design and deliver healthier, safer, and smarter buildings and spaces across various sectors, including healthcare, education, and transportation, for clients in the UK and internationally.

We are committed to continually improving our efforts to combat modern slavery and human trafficking. This includes ongoing review and enhancement of our policies, procedures and due diligence process.

This statement will be reviewed, updated and published annually.

Our policies

We have implemented robust policies and processes to ensure we uphold the highest ethical standards.

- Professional Code of Conduct: Outlines our commitment to ethical business practices
- Supply chain: Require all suppliers to adhere to our standards regarding employment practices and human rights
- Whistleblowing Policy: Provides a safe channel for employees and stakeholders to report any concerns about unethical behaviour
- Employment policies that protect our people from unfair treatment and promote a fair and inclusive workplace
- Robust recruitment processes in line with relevant employment laws
- Market-related pay and rewards reviewed annually, including a commitment to pay the real Living Wage.
- A wellbeing strategy and initiatives to support our employee’s physical and mental wellbeing and lifestyle choice

Supply chain

Our supply chain comprises:

- A network of professional consultancy organisations, with whom we collaborate in order to deliver our architectural and business consultancy services.
- Businesses we contract with to clean and maintain AHR workplaces

Due diligence processes:

We conduct due diligence processes to identify and mitigate risks of modern slavery in our supply chains. This includes:

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- Engaging with suppliers to ensure they understand and comply with our standards. Evidence, when procuring sub-consultants, cleaning and maintenance services, that the parties we appoint have modern slavery and human trafficking policies in place at organisational level where required to do so
- Evidence, when specifying manufacturers, that they operate from within the UK or within the EU and that those operations are ISO 9001:2015-compliant.

Risk assessment and management

By assessing the risk factors that could expose us and our supply chain to the effects of modern slavery we hope to mitigate this risk to zero. We do this by identifying the key watchpoints that are relevant to us, as highlighted by the CIOB Construction and the Modern Slavery Act 2018.

Labour demand risks

We source new employees either directly or through reputable employment agencies. We ensure that all the relevant pre-employment checks are double-checked for accuracy and for anomalies before we appoint.

Our supply chain members are appointed on the basis that they meet pre-defined pre-qualification criteria, including a requirement to uphold a Modern Slavery Policy and to pay the real Living Wage. When in our power to do so we only specify systems and products that are manufactured in the UK. Our labour risk profile is as follows:

Affected Party	Risk Probability	Mitigation Measures	Risk Rating
AHR employees	Very unlikely	Strong	Low
Consultants	Unlikely	Strong	Low
Contracted cleaners	Unlikely	Strong	Low

Pressure on costs and programmes

We have continued our accreditation as a Living Wage employer via the Living Wage Foundation. We have paid at least the real Living Wage to all employees and to suppliers since 2021. We don't have access to the pay arrangements made by the UK manufacturers we specify through our work, nor can we influence them. We therefore rate the risk to AHR as follows:

Affected Party	Risk Probability	Mitigation Measures	Risk Rating
AHR employees	Very unlikely	Strong	Low
Consultants	Unlikely	Strong	Low
Contracted cleaners	Unlikely	Strong	Low

Self-regulation and inspection

We undertake Right to Work checks on all new employees and we have robust processes in place to see that these checks happen. We only work with reputable suppliers who are ISO 9001-accredited and run their operations in the UK. The ISO accreditation provides the evidence that these organisations are fulfilling their legal obligations with regard to preventing anyone working illegally. As a consequence we rate the risk to AHR as follows:

Affected Party	Risk Probability	Mitigation Measures	Risk Rating
AHR employees	Very unlikely	Strong	Low
Consultants	Unlikely	Strong	Low

Contracted cleaners	Unlikely	Strong	Low
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Communication and awareness

We have begun providing training to our employees to ensure they understand the risks of modern slavery and how to identify and report any concerns. This extends beyond the risk factors faced by AHR and its supply chain to include sexual exploitation and the securing of services from vulnerable people e.g. County Lines. In this way we equip our employees with the knowledge to not become involved with or support other forms of modern slavery that can take place in plain sight.

We do this through our in-house training platform and this includes:

- Induction training for new employees
- Ongoing training sessions and updates on relevant issues and legislation

Monitoring and reporting

We are committed to continuous improvement in our efforts to prevent modern slavery. We monitor our practices and report on our progress annually. This statement is reviewed and updated regularly to reflect our ongoing commitment to ethical practices.

We encourage anyone with concerns about modern slavery or human trafficking within our organisation or supply chains to report them immediately to a local director or line manager. Suppliers must notify their contact within AHR if they become aware of any breach.

Conclusion

We are dedicated to fostering an environment where modern slavery and human trafficking are not tolerated. We will continue to work diligently to ensure our business and supply chains are free from these practices.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our anti-slavery and human trafficking statement for the financial year ending 31 December 2023. This statement has been approved by our managing directors.

Signed:



Anthony Langan
Managing Director, AHR Architects Ltd

Signed:



Allan Hunt
Managing Director, AHR Building Consultancy Ltd



Revision history

Edition	Modified	By	Document Changes
1.0	-	-	Document rebranded on 04.06.2024

