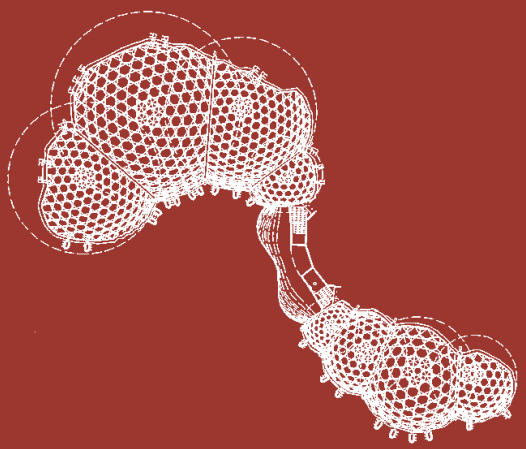
HR 16

MODERN SLAVERY STATEMENT



GRIMSHAW

STUDIO GUIDES

CLASSIFICATION INTERNAL

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GRIMSHAW

Modern Slavery Statement
Human Resources

LOCATION
London

FOR
All Employees and Contractors

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HR 16

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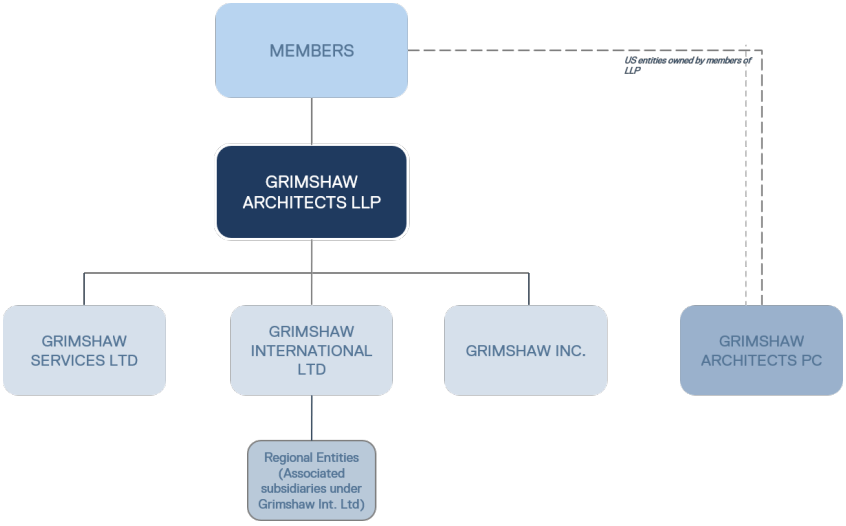
Organisation

This statement applies to Grimshaw Architects LLP, referred to in this statement as 'Grimshaw Architects'. It covers the financial year 2026/2027.

Organisation Structure

Grimshaw Architects LLP and its associated companies are managed by the Grimshaw LLP Partner Group.



Grimshaw LLP's principal business activity is provision of Professional Services, specialising in Architecture, Urban Design, Industrial Design and Interior Design.

The labour supplied to Grimshaw Architects in pursuance of its operation is carried out in the UK.

Definitions

Grimshaw Architects considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

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Commitment

Grimshaw Architects acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Grimshaw Architects understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Grimshaw Architects does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Grimshaw Architects in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Grimshaw Architects strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK and France, and in many cases exceeds those minimums in relation to its employees.

Supply Chains

In order to fulfil its activities, Grimshaw Architects' main supply chains relate to the provision of architectural and professional services worldwide. Some first-tier suppliers may have further contractual relationships with lower-tier suppliers.

Our approach to responsible supply chain management is embedded within our integrated (Quality & Environmental) management systems and supplier due diligence processes. Where appropriate, we assess suppliers and subconsultants against our expectations regarding ethical business practices, human rights, labour standards and compliance with applicable legislation.

We seek to work with organisations that share our commitment to fair working conditions, transparency and responsible labour practices. As part of our procurement and appointment processes, relevant suppliers and subconsultants may be requested to confirm their compliance with modern slavery requirements and provide supporting information where appropriate.

Potential exposure

Grimshaw Architects considers its main exposure to the risk of slavery and human trafficking to exist in any international provision of architectural services. This is because such work may indirectly involve the provision of labour in countries where protection against breaches of human rights may be limited.

In general, Grimshaw Architects considers its exposure to slavery/human trafficking to be relatively limited.

Steps

Grimshaw Architects carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains.

Grimshaw Architects has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

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In accordance with section 54(4) of the Modern Slavery Act 2015, Grimshaw Architects has taken the following steps to ensure that modern slavery is not taking place:

- Incorporating contractual provisions requiring suppliers and subconsultants to comply with modern slavery legislation, including termination rights for breaches.
- providing staff with whistleblowing and modern slavery awareness training;
- undertaking proportionate due diligence on relevant suppliers and subconsultants;]
- regularly reviewing relevant policies to support compliance with the Modern Slavery Act.

In addition, Grimshaw maintains ISO 9001 and ISO 14001 certified management systems, supporting robust governance and continual improvement.

Grimshaw Architects holds membership of SEDEX, a globally recognised supply chain platform that supports organisations in managing and improving performance in areas including labour standards, health and safety, business ethics and environmental management.

Slavery Compliance Officer

Relevant internal policies, including whistleblowing and supplier approval process, support Grimshaw Architects' approach to identifying and escalating modern slavery concerns.

Grimshaw Architects has appointed the Global Managing Partner as its Slavery Compliance Officer. Concerns regarding modern slavery should be addressed to the Slavery Compliance Officer, who will take relevant action in relation to Grimshaw Architects' obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

This statement has been approved by the Grimshaw LLP Partner Group and signed by the London Managing Partner on behalf of Grimshaw Architects LLP.

Date of approval: 25/09/2026

Signed:

Print name: Andrew Thomas

Job Title: Managing Partner

Date: 25/09/2026