

MODERN SLAVERY STATEMENT

This statement applies to SNHA, a Woolpert Company (London Office) referred to in this statement as **‘the Organisation’**.

The Organisation

SNHA, a Woolpert Company is part of Woolpert AEG (Architecture, Engineering, Geospatial). SNHA is an architectural practice specialising in design and delivery services for the Mission Critical sector. The London office focuses on mission critical in the UK and Europe and has a workforce of 50no. controlled by four directors. All employees work in a hybrid setting. Woolpert AEG is a global company with offices across the USA, Australia, South Africa, and United Kingdom.

The labour supplied to the Organisation in pursuance of its operation is carried out in the UK and across Europe, currently: Spain, Netherlands, Sweden, Denmark, Austria, Poland, Ireland, Germany. Our staff attend site as these locations during construction phases of the projects.

Definitions

The Organisation 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.

Commitment

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

The Organisation 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 the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom and in many cases exceeds those minimums in relation to its employees.

Supply chains

To fulfil its activities, the main supply chains of the Organisation include those related to the supply of architectural services i.e.. façade design, landscape design, local architectural services from various suppliers in both the United Kingdom and Europe. We understand that the Organisation’s first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

Potential exposure

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies services to it.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

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

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

- supplier onboarding processes ensure modern slavery policies are confirmed
- measures in place to identify and assess the potential risks in its supply chains
- annual audit on supply chain corporate compliance
- staff training provided on modern slavery

Key performance indicators

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

- SNHA will make all clients and employees aware of this policy.
- SNHA will deliver awareness training to all employee about Modern Slavery, including it in new hires induction.

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

Signed on behalf of SNHA:



HR Manager

27/08/2025

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01	17/11/2023	First release.	AR	NW
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