

# Slavery and Human Trafficking Statement

## Introduction from the Chief Executive Officer

The BRE group of companies (BRE Group) is committed to improving its practices to combat slavery and human trafficking. BRE Group maintains the highest standards in responsible and ethical sourcing and practices to ensure that workers are treated ethically and fairly, regardless of what they do or where they work. We continually strive to improve our practices and encourage those we work with to do so as well.

## Organisation Structure

The BRE Group is ultimately owned by the BRE Trust, which is a charity registered in England, Wales and Scotland. BRE Group has its head office in Watford, England.

The BRE Group employs over 600 people worldwide and has a business presence in over 70 countries. The BRE Group has an annual turnover of more than £50m.

## Our business

The BRE Group consists of 7 active, trading companies, with the two main companies being Building Research Establishment Limited (BRE) and BRE Global Limited (BRE Global). All BRE Group companies operate under the same or affiliated group management systems.

Amongst other things, BRE Global practices assurance disciplines and operates the BREEAM and LPCB certification brands. BRE performs a wide range of advisory and expert witness services and operates a number of web-based tools and applications related to the built environment.

Profits from the BRE Group are gift aided to the BRE Trust, to further its charitable mission of advancing knowledge, innovation and communication in the built environment and to 'build a better world together'.

## Our supply chain

Our supply chain includes providers of goods, services, materials, and utilities. Our Contractor self-appraisal questionnaire includes questions regarding the Modern Slavery Act 2015 and compliance with such is part of our selection criteria.

## Our Policies on Slavery and Human Trafficking

We are committed to working towards the eradication of modern slavery and human trafficking from our supply chain, and in any other part of our businesses. Our "BRE Way" code of conduct reflects our commitment to acting ethically and with integrity, whether dealing with individuals, companies or other organisations. Our ethical business policy also ensures that we make appropriate considerations when commencing business in new markets.

## Due diligence

We have in place systems to:

- Identify and assess potential risk areas in our supply chain via our supplier management processes;

- Mitigate the risk of slavery and human trafficking occurring in our supply chain;
- Protect whistle blowers and those who speak up.

We have a zero-tolerance attitude to slavery and human trafficking and encourage colleagues to speak up or call the Modern Slavery Helpline on 08000 121 700 if they have concerns or suspicions.

## Training

We conduct training sessions for our operations, finance, legal and estates teams to help them identify signs of modern slavery and highlight the correct reporting procedures, should such be identified. We are going to deliver other awareness training to all staff in the forthcoming year.

## Our effectiveness in combating slavery and human trafficking

We review our policies and procedures regularly and update them as required. We have started to report on how effective these have been, whilst also noting that it is difficult to prove the complete absence of Modern Slavery in any business.

## Wider Impact

The BRE Group is unique and holds itself to high levels of industry leadership on key matters such as Modern Slavery. In February 2017 BRE Global published its Ethical Labour Sourcing standard. This standard provides an opportunity for all companies in the built environment sector to better understand Ethical Labour, and the breadth of considerations in relation to it. In 2018 BRE Global published the ELS standard online, making it available to all companies in the UK to self-assess free of charge.

## Further steps

We are fully committed to the Act and continue to identify some areas of improvement; many of which we are working on already. For example, we are:

- review existing policies, procedures and forms which address combatting slavery and human trafficking;
- review our slavery and human trafficking awareness training to all staff
- review the ways we measure the effectiveness of BRE Group policies and procedures and reporting of those

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the BRE Group's slavery and human trafficking statement for the financial year ending 31 March 2019.

**Gillian Charlesworth**  
Chief Executive Officer  
BRE Group  
30 July 2019