

## Modern Slavery & Human Trafficking Statement

### 1. INTRODUCTION

Leonard Design Architects (“the Company”) is fully supportive of any legislation which aims to reduce the occurrence of modern slavery and human trafficking in our society.

### 2. OUR BUSINESS, STRUCTURE AND SUPPLY CHAINS

Leonard Design Architects is a RIBA Chartered Practice of approximately 81 member of staff that includes; architects, technologists, designers, computer specialists and support staff with offices in Nottingham and London. The company provides architectural services including; Masterplanning and Urban Design, Architecture, Interior Design, Consultancy, Sustainability and Asset Enhancement across a variety of areas including; mixed-use, retail, leisure, office and residential. The Company works nationally and internationally.

Leonard Design Architects are providers of architectural services; we do not act as a producer, manufacturer or retailer of physical goods and have no supply chain in relation to such activities and as such our supply chain is limited.

The Practice acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with our supply chain. The company will not support or deal with any business knowingly involved in slavery or human trafficking.

### 3. ANTI-SLAVERY POLICY STATEMENT

“Leonard Design Architects has zero tolerance to slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.”

This Statement reflects our commitment to acting ethically and with integrity in all our business relationships and sits alongside our wider Leonard Design values of sustainability, fulfilment, diversity, quality, integrity and community.

### 4. OUR POLICIES

In addition to our Modern Slavery & Human Trafficking Statement we implement a number of other policies in an effort to identify and mitigate risk including:

- Whistleblowing
- Anti-corruption and bribery
- Equal Opportunities
- Disciplinary and Grievance

### 5. DUE DILIGENCE PROCESSES

Employee rights and benefits available to all our employees are clearly set out in their individual contracts of employment read in conjunction with the Leonard Design Employee Handbook.

Leonard Design Architects operates an Integrated Management System which works in line with our ISO accreditations; ISO 9001:2015, ISO 14001:2015 and ISO

45001:2018, for which the Directors of Leonard Design Architects are ultimately responsible for together with all matters relating to HR, health and safety and risk.

6. SUPPLIER ADHERENCE TO OUR VALUES

We have a zero tolerance to slavery and human trafficking and we expect all those in our supply chain and our contractors to adhere to this and our wider values.

It is our intention to implement and enforce, where possible, effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in our business or related supply chains.

7. TRAINING

To ensure proper understanding of the risks posed by modern slavery and human trafficking in the context of the Company's supply chain and our business, this statement will be communicated to all staff and the Company intends to provide training to its staff as appropriate.

8. LEGAL AND REGULATORY PURPOSE OF THIS STATEMENT

This statement is made with regard to the obligations arising under section 54(1) of the UK's Modern Slavery Act 2015 (the Act). It comprises the slavery and human trafficking statement of Leonard Design Architects for the financial year ending 30 September 2019. The Company is not legally required to make this statement under section 54(1) but it recognises the importance of these issues for all its stakeholders, so does so as if that section applies.

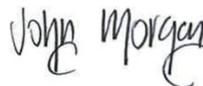
Signed by the Directors



David Leonard



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