

## Modern Slavery Statement 2024

### 1. Introduction

Modern Slavery is a term used to encapsulate both offences in the Modern Slavery Act: slavery, servitude and forced or compulsory labour and human trafficking.

This statement sets out the steps Hollis takes to ensure there is no slavery or human trafficking in any part of our business or supply chains.

As a business we have a responsibility to ensure that workers are not being exploited, that they are safe and that relevant employment (include wage and work hours), health and safety and human rights laws and international standards are adhered to, including freedom of movement and communications.

We are committed to putting processes in place to raise awareness of the issue and responsibilities amongst our people and suppliers.

### 2. Our structure, business and supply chain

Hollis is one of the leading international, independent real estate consultants operating in the UK, Ireland and mainland Europe.

With over 500 people, including building surveyors, M&E engineers and project managers, we operate from a network of 23 offices.

As a company we predominantly offer practical, commercially minded expert advice and support for our clients in the property sector.

To find out more about our business, please click [here](#).

Our supply chains consist of sub-consultants, sub-contractors and professional services, together with suppliers of services and equipment to our offices.

We consider risk of modern slavery and human trafficking within our recruitment, employment and suppliers as minor, and with continual review of current and new suppliers we can identify any potential areas of high risk.

### 3. Our policies

As a business we carry out pre-employment checks to ensure that all employees are eligible to work in the UK and ask that those in our supply chain also carry these out for agency workers, temporary staff and contractors.

Where we have third parties providing services, we have well-established processes for the engagement of their services, ensuring that their conduct and working practices are consistent with our own.

Our Supplier Code of Conduct explains for the benefit of all our suppliers and our employees our expectation regarding ethical behaviour.

We have several relevant internal policies and procedures that protect our employees:

- Whistleblowing Policy and Procedure
- Recruitment Policy and Procedure
- Equality Diversity Policy and Procedure

#### 4. Due diligence processes

We have a zero tolerance to slavery and human trafficking and expect all our employees and our supply chain to comply with our values and comply with any legislation.

As part of our commitment, we are reviewing our existing supply chain partners to ensure they are complying with the provisions of the Modern Slavery Act 2015 and taking steps to prevent modern slavery within their business and supply chains. On our appointment of any new suppliers, we will expect adherence to the Modern Slavery Act and our Supplier Code of Conduct.

#### 5. Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, Hollis will communicate its statement and supplier code of conduct, internally and externally via publication on our intranet and website.

By introducing training and improved awareness we will encourage staff and suppliers to better understand the risks and the most effective methods to minimise the risk of modern slavery and raise any concerns at the earliest possible stage.

#### 6. Performance indicators and further steps

Hollis will be looking for key performance indicators to monitor our performance with regards to actively promoting and adhering to the Modern Slavery Act message. We will continually review how effective our measures to ensure slavery and human trafficking is not occurring at any stage throughout our business.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. The statement has been reviewed in line with the company's financial year ending 30 April 2024 and has been approved by the Board of Directors on 02/07/2024.

Signed



Ian Thompson, Finance Director  
Hollis Global Limited  
02 July 2024