

# Modern Slavery and Human Trafficking Statement

Document No: 2

Approved by: Steven Quick, Global CEO

Approval date: 26/03/2021

Review date: 26/03/2022

## FY2020/21 pursuant to section 54 (1) of the Modern Slavery Act 2015

At Unispace, we consider modern slavery and human trafficking to be atrocious crimes. We are committed to conducting business in an ethical manner everywhere we operate, which means implementing policies, procedures and processes that meet our moral and ethical obligations to end Modern Slavery.

In 2010, Unispace revolutionised the creation of workplace with an industry-leading, joined-up approach to strategy, design and delivery. Today, the business continues meet the pace of change with an agile, end-to-end approach fit for ever-evolving global brands. With 5,500 workplace projects completed, presence across 26 countries, and 600+ employees worldwide.

We believe it's our responsibility to ensure the care and dignity of our employees and the people working in our supply chains – equal and absolute rights to freedom, justice and fair work conditions. Unispace does not tolerate any form of Modern Slavery in any part of our business or supply chain.

Under the Unispace Code of Conduct and Employee Handbook, "Unispace is committed to ensuring respect for the human rights of all team members and third parties impacted by our operations. Unispace does not tolerate violations of human rights committed by its employees, affiliates, or any third parties acting on its behalf or related to any aspect of a Unispace operation. Unispace does not tolerate the use of child labour, prison labour, forcibly indentured labour, bonded labour, slavery or servitude, and adheres to the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work".

### Unispace Policies

Unispace has established several effective policies to help ensure we are conducting business in an ethical and transparent manner. A summary of our policies includes:

Modern Slavery Statement –our commitment to the prevention of any modern slavery within our business and our associated suppliers.

Recruitment Policy – robust recruitment principles that promote a fair and equitable practice, including examining all candidates for eligibility to work in our company to safeguard against human trafficking.

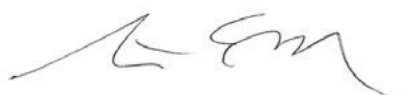
Business Ethics and Anti-bribery Policy – prohibits any of our team members from offering, giving, soliciting or accepting any form of bribe.

Whistleblowing Policy – an anonymous outlet so that all team members know that they can raise concerns about how colleagues are being treated, or practices within our business or suppliers without fear of reprisal.

Code of Conduct –a practical set of guiding principles to help employees make decisions in their day-to-day work, whatever they do and wherever they do it. It informs our employees of our expectations in the way they behave and act as individuals at work.

### **Further steps to prevent Modern Slavery**

As part of our commitment to continuous improvement, Unispace will continue developing and improving our existing codes of conduct and practice, policies and our risk assessment processes to ensure we address issues of Modern Slavery. We will continue to work with and educate our suppliers to ensure they also comply with our expectations and requirements.



Steven Quick, Global CEO