

Modern Slavery Statement

Statement for the Financial Year 2017

This statement is made pursuant to the Modern Slavery Act 2015 (“the Act”) and comprises our slavery and human trafficking statement.

Organisational structure and supply chains

We offer the country’s leading and most diverse real estate advisory service. With its in-depth understanding of the market, supported by a leading research capability, GVA advises private businesses and the public sector on the whole real estate lifecycle - offering clients a service that spans the entire property lifecycle from strategy and planning, through to delivery and management.

We have 12 offices in the UK, headquarters in London and 1,500 staff around the UK. The company generated £190m in revenue in the 2015 financial year, and an annualised operating profit of £23.5 million. GVA is an independent group under the ownership of EQT Partners.

Organisational policies

As a responsible company, we strive to carry out business activities ethically and with integrity.

In relation to people management, the primary policies relating to ethical working are our corporate code of conduct and supplier code of conduct. Anyone working for or on behalf of GVA is expected to uphold the values of the company and our shareholders.

The key requirements of the codes in relation to people are:

- Counter-acting illegal employment
- Respect for the fundamental human rights of employees and,
- The ability of anyone in our supply chain, at any point, to flag concerns regarding malpractice.

Assessing and managing risk

Modern slavery and human trafficking comprises a number of activities that are contrary to legal or moral conduct. We have reviewed our supply chain and established that any risks that could possibly arise would fall into two categories; Forced labour, meaning work or service which people are forced to do against their will, under threat of punishment and debt bondage where people borrow money they cannot repay and are required to work to pay off the debt, then losing control over the conditions of both their employment and the debt.

With this in mind, we have considered our supply chain and assessed the risks of finding modern slavery issues as being low, based on us sourcing technical and professional service providers from within the UK, and mainly from the professional services sector.

Where we do have some element of risk, is with the lower skilled and paid end of services, particularly from within cleaning and security service sectors.

Due Diligence

We pay all employees and on-site contractors at least the National Living Wage as defined by the Living Wage Foundation, a process that is reviewed on an annual basis. We have a range of policies, including our Grievance Policy and Whistle Blowing Policy, published on our intranet and available to all employees to access and use in the unlikely event that this becomes necessary. All employees and new starters are made aware of their rights and our obligations under the Act and the policies that relate to this. For third and fourth party suppliers, we only wish to use companies who are reputable and demonstrate a commitment to our values in relation to ethical working practices.

To support effective assessment of our supply chain we have strengthened due diligence questions and requirements of our supplier vetting programme, to focus on fair employment and ethical practices, supported by a supplier code of conduct that we expect all suppliers to sign up to and comply with at all times in the course of their business dealings with GVA.

The supplier code of conduct includes a commitment from the supplier to permitting and co-operating any audit requirement that arises during the course of the relationship.

Training

We have provided awareness training to key personnel who are responsible for procurement of technical services within our property management and facilities management areas of the business.

Management commitment

GVA is committed to being a responsible business and this is demonstrated through our management team’s approach to all aspects of compliance and supporting a policy of continually reviewing our supply chain to identify and resolve any concerns that are found or arise.

This statement has been read by our Management Board and signed on their behalf by:

Parul Thakrar
Director of Operations,
Compliance and Risk

Simon Miller
Managing Director

Gerry Hughes
Chief Executive Officer