

## ONE WORKS POLICY FOR ANTI-SLAVERY AND HUMAN TRAFFICKING

Slavery is defined as ownership exercised over a person or where individuals are coerced into providing their services or do so under threat of a penalty. Human trafficking is defined as arranging or facilitating the travel of individuals with a view to exploiting them.

Slavery and human trafficking are acknowledged to be a global problem. One Works is committed to taking steps to ensure that slavery and human trafficking are not taking place in our business or supply chains.

Our commitment to preventing slavery and human trafficking extends to all individuals working for One Works at all levels and grades, including Directors, senior managers, staff, consultants, contractors, seconded staff, agency staff, agents or any other person associated with us or any of our subsidiaries or their employees as part of our supply chain, in those locations where we have a studio.

### **Organisational Structure**

One Works operates in the area of global service design and consulting, offering urban engineering-integrated architecture, infrastructure and services, and is a business firmly established in national and international markets. Working from several locations in Italy and studios in Dubai, Singapore and London.

All our offices share a philosophy which places an emphasis on design integrity, customer service and community support and engagement, the combined company provides a unique combination of deep technical skills in architecture, engineering and the full range of design disciplines.

While each office retains their existing operations, their geographical footprints and technical skills mean that they are able to work collaboratively to win and deliver integrated design solutions across international markets.

### **Supply Chains**

Our procedures for selecting sub-consultants, service providers and suppliers align with our commitment to equality, diversity and human rights, including our commitment to ensuring that slavery and human trafficking does not take place within our business or supply chain.

We use pre-qualification checklists when selecting potential sub-consultants and suppliers and when reviewing our existing supply chain partners. The checklists align with our own values and standards, for example our sub-consultants' pre-qualification checklist covers all aspects of policy and business activities, including specific questions relating to the Modern Slavery Act 2015. We also monitor our sub-consultants' operations to ensure that they comply with the required standards.

Our Premises Managers monitor those companies providing goods and services to One Works e.g. catering and stationery suppliers. A schedule of suppliers is reviewed and updated on an annual basis using a standard review checklist which includes the suppliers' policy with regards to the Modern Slavery Act 2015.

In the event that a contractor, consultant, agency or other member of our supply chain was suspected of engaging in or supporting slavery or human trafficking an investigation would be undertaken and, if necessary, our relationship with that supplier would terminate.

# ONWORKS:

Action in this area would be driven by our Managing Partners, who is fully supported by the Directors and the Senior Management Team.

## **Responsibility for the Policy**

For the purposes of this policy, the Quality Manager will have primary responsibility for the regular review and update where appropriate. The responsibility for the appropriate and effective application of the policy across each studio is with the Directors and Associate Directors.

This statement has been approved by the Managing Partners

A handwritten signature in black ink, appearing to read 'L. Cavalli', with a long horizontal flourish extending to the right.

**Leonardo Cavalli**  
Managing Partner

Updated: 1 September 2018