

## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

This statement is made in compliance with the Modern Slavery Act 2015 and sets out our Company's commitment to prohibiting any form of forced labour or slavery throughout its supply chain.

### **Our Business**

Canary Wharf Group is a fully integrated property development, investment and management Company. We have approximately 1,200 employees in the UK.

Canary Wharf Group (CWG) has overseen the largest urban regeneration project in Europe and is a fully integrated private real estate company that develops, manages and currently owns approximately 8.5 million square feet of office space, 1 million square feet of retail and 327 Build to Rent units.

The company's current £3.8 billion development pipeline is composed of 1.5 million square feet of office/retail properties, and over 3,000 new homes: for sale, for rent, intermediate and affordable.

Canary Wharf Group is an industry leader in sustainability including purchasing 100% renewable electricity for the Estate since 2012 and zero waste going to landfill from the managed Estate since 2009.

Our aim is to create quality, inclusive and sustainable districts that emerge through close working partnerships with our neighbours and stakeholders.

### **Supply Chain**

As one of the leading construction companies in the UK, we are committed to ensuring transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all of our contractors, suppliers and other business partners.

The principal way in which we approach modern slavery risks in our supply chain is by using the types of procedures set out in our Anti-Slavery and Human Trafficking Policy (see Corporate Policies). This policy is subject to on-going review. We expect all our counterparties to subscribe and commit to our policy and requiring their compliance and an expectation they apply these principles throughout their company.

### **Policies**

Our Company has a zero tolerance approach towards modern slavery. We are committed to the eradication of modern slavery throughout our organisation.

In keeping with our Company's commitment to act with integrity and pursuant to our core values, many of our existing internal policies are relevant in ensuring there is no forced labour or slavery in any part of our business or supply chains.

Our Anti Slavery and Human Trafficking Policy encourages individuals working at all levels to raise concerns and to assist with the prevention, detection and reporting of suspected modern slavery. We provide regular opportunities for any concerns to be raised.

Our Whistleblowing Policy and dedicated Employee Hotline actively encourage the reporting and exposure of illegal and unethical behavior. Our Hotline will shortly be broadened to allow reporting from the general public. Any matters raised will be thoroughly investigated and appropriate action taken where necessary.

Our Anti-Bribery and Corruption policy enforces our commitment to bribery and corruption prevention. The Group does not tolerate corruption and the Group, Board and management are prepared to forego contracts rather than to pay bribes.

Under our Code of Business Practices and Ethics, workers are expected to be treated honestly, fairly and with respect and likewise, the expectation is on our workers and third party service providers never to engage in any form of corruption to include bribery, fraud, deception or misrepresentation.

We acknowledge our responsibility to live the principles of being a good neighbour under our Community Policy Statement and to inspire positive impact under our Corporate Responsibility policy.

The Group embraces diversity as a practical contribution to our business success and is committed to the promotion of equality of opportunity in employment as supported by our Diversity and Equal Opportunities policy.

### **Due diligence and risk assessment**

The Group expects the highest standards of conduct from its employees, business partners and suppliers with which it engages. The Group has an established internal risk control and audit process with a range of ethical policies. In addition, the Internal Audit process is independently verified and audited.

Our internal control process engages senior management across the business, face to face meetings are held regularly and as required depending on the significance of the particular risk, where there is the opportunity to raise any concerns including those relating to modern slavery.

We carry out due diligence enquiries in respect of our dealings with third parties via our prequalification supply chain process.

As part of our contracting processes we include specific prohibitions against the use of forced or slave labour, assess relevant risks relating to our contractors, suppliers and business partners. We reserve the right to audit compliance by our contractors, suppliers and business partners at any time and to review relevant risks.

### **Training**

The Group is committed to improving the skills of employees through various training and development initiatives.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff on all our policies as part of the induction process, following which staff are asked to sign to say they will abide to these policies. We also provide online training for all staff as and when required. We raise awareness of our Anti Slavery and Human Trafficking policy amongst our contractors and supplier's employees during site induction.

*This Statement was approved by the Board on 17 March 2020.*

*John Garwood*

*Managing Director & Group Company Secretary*