



# **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

**UK & Ireland**

January 2024



## Version control

Revision No.	Date Issued	Description of Revision:	Reviewed by:	Approved by
1	August 2016		Legal HR Procurement	Compliance Committee UK CEO
2	December 2017	Updated Policy	Legal HR Procurement	Compliance Committee UK CEO
3	December 2018	Updated Statement	Legal HR Procurement	Compliance Committee UK CEO
4	January 2020	Updated Statement	Legal HR Procurement	Compliance Committee
5	January 2021	Updated Statement	Legal HR Procurement Office of COO	Compliance Committee UK CEO
6	January 2022	Updated Statement	Legal HR Procurement	Compliance Committee UK Country Director
7	January 2024	Updated Statement	UK&I General Counsel	UK&I General Counsel UK Country Director



## Introduction

This statement is issued by Arcadis UK (Holdings) Limited on behalf of itself and its UK subsidiaries ('Arcadis UK') for the financial year ended 31 December 2023 pursuant to section 54 Modern Slavery Act 2015.

## Our Business

Arcadis UK delivers sustainable design, engineering and consultancy services for natural and built assets in the UK and elsewhere. Further information on our business can be found on our [website here](#). Arcadis UK is part of a global consultancy ('Arcadis Group') which is ultimately owned by Arcadis NV, a Dutch listed company.

## Policies

Arcadis Group has been a member of the UN Global Compact (UNGC) since 2009 and is committed to its objectives and to the ten universal principles regarding human rights, labour standards, environmental stewardship and anti-corruption.

Arcadis UK conducts its business in accordance with a global code of conduct, the Arcadis General Business Principles (AGBP). Our policy on modern slavery is summarised in our [Human Rights and Labor Policy](#). Insofar as it concerns our suppliers, our policy is also set out in our [Global Procurement Policy](#) and our [Global Supplier Code of Conduct](#).

## Due Diligence

In relation to our own business, due diligence is carried out through our recruitment and on-boarding processes by which we ensure that prospective employees have a documented right to work in the UK.

Arcadis UK also uses agency workers ('Contingent Workers') as necessary. Our Contingent Workers are engaged via a sole supplier, Morson International, which is responsible for ensuring that right to work checks are carried out and documented. Our Contingent Workers are subject to the AGBP and other relevant policies in the same way as our employees.

In relation to our supply chain, due diligence is carried out on every prospective supplier by our internal procurement function.

## Risk Assessment

As a professional services business, we consider that the risk of slavery and human trafficking occurring within Arcadis UK is extremely low. As part of the Arcadis Group, Arcadis UK works closely with group companies in other jurisdictions all of which are subject to the AGBP and the other Global policies referred to above.

During 2023 we engaged an external consultant to carry out a modern slavery risk assessment on all aspects of our Arcadis UK business and our supply chain and to provide recommendations to address any risks identified which will include the development of appropriate performance indicators.



## Monitoring and Reporting

Arcadis UK has a legally qualified Compliance Officer whose responsibilities include monitoring compliance with the AGBP. The Compliance function is in turn supervised by a UK Compliance Committee comprising senior management of Arcadis UK.

Actual or suspected breaches of the AGBP may be reported directly to the Compliance Officer if employees are not comfortable raising such issues with their line manager.

The AGBP includes clear 'speak-up' and whistle-blowing policies. Arcadis UK provides access to an externally run Integrity Line which is available not only to employees but also to suppliers, clients and other third parties. This provides for reporting of actual or suspected breaches of the AGBP including modern slavery anonymously if requested.

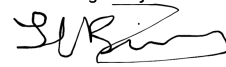
During 2023 no modern slavery issues were reported or identified within Arcadis UK or its supply chain.

## Training

Arcadis has annual mandatory training for all staff on the AGBP which includes training on human rights issues. AGBP training compliance is formally monitored and is a key reporting metric for the Arcadis Group.

During 2023 Arcadis UK introduced an on-line training module on modern slavery for all staff as part of a wider human rights training programme. This training programme will be extended during 2024.

Approved and signed by Simon Bimpson on behalf of the directors of Arcadis UK (Holdings) Limited.

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