

Modern Slavery and Human Trafficking Statement

Owers Warwick Architects (OWA) will endeavour to ensure that modern slavery and human trafficking is not taking place within our directly employed workforce or any of our supply chain. We have a zero-tolerance approach to modern slavery and human trafficking and are committed to acting ethically and with integrity in all our business dealings and relationships.

Our recruitment process is transparent and reviewed regularly. We have procedures in place for the screening of new employees to confirm their identities, right to work and that they are paid directly into an appropriate bank account.

Our Supply Chains

OWA obtains a range of goods and services via various supply chains, including:

- Office equipment and supplies
- Utilities
- Communications and IT equipment services

We seek to continually review the operations of existing suppliers in relation to the risk of modern day slavery and human trafficking and aim to undertake due diligence processes in relation to new suppliers.

OWA will invoke sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.

Staff Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and in our business, we will provide training to our staff that is proportionate to the level of risk.

As our approach to modern slavery and human trafficking develops, we intend to use key performance indicators to monitor how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.

This statement has been approved by OWA's board of directors who will review and update it annually.

(print name) Richard Owers

(signature)



(position) Director
(date) 1st October 2022
(policy review date) 1st October 2023