

Perkins&Will

Modern Slavery and Human Trafficking Policy

Organisation description

Perkins&Will, an interdisciplinary, research-based architecture and design firm, was founded in 1935 on the belief that design has the power to transform lives. Guided by its core values— design excellence, diversity and inclusion, living design, research, resilience, social purpose, sustainability, and wellbeing - the firm is committed to designing a better, more beautiful world. The global firm has over 32 studios worldwide, with a London- and Dublin-based team of more than 210 professionals, providing integrated services in architecture, interior design, branded environments, urban design, and landscape architecture. Industry rankings consistently place the firm among the world's top design practices.

Policy statement

Modern slavery is a crime and a violation of fundamental human rights. The term Modern Slavery encompasses slavery, servitude and forced or compulsory labor. Human Trafficking is defined as arranging or facilitating the travel of another person with a view to that person being exploited.

The company's Modern Slavery and Human Trafficking Statement is published on our website. You are required to read, understand and comply with the statement. This policy outlines the measures the Company has taken to ensure that slavery and human trafficking is not occurring in our Company or in its supply chains. This policy does not form part of your contract of employment, and we may amend it at any time.

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Responsibility for this policy

The MOD (Managing Director, Operations Director, and Design Directors) has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The Human Resources Manager has primary and day-to-day responsibility for the implementation, use and effectiveness of this policy and for handling any queries about it to ensure all reasonable measures have been taken to prevent slavery and human trafficking.

The Modern Slavery and Human Trafficking Statement and this policy are reviewed by the HR Manager and approved by the Board of Directors on an annual basis to ensure their currency and effectiveness.

All levels of management are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on the issue of slavery and human trafficking in supply chains.

Compliance with this policy

You are required to read, understand and comply with this policy.

If you have any concerns about any issue or suspicion of slavery or human trafficking in any parts of the business or the supply chains of any supplier tier, you are encouraged to raise them at the earliest possible stage with your line manager or the Human Resources Manager.

If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your linemanager or the Human Resources Manager or report it in accordance with our Whistleblowing Policy as soon as possible.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that slavery or human trafficking of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Human Resources Manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using the Grievance Procedure.

Training & Due Diligence Processes

Perkins&Will has implemented proactive due diligence processes to ensure that slavery and human trafficking do not occur within its business or supply chains. All employees undergo an induction into the Company's policies and procedures as part of their initial orientation upon employment. These policies and procedures are revisited regularly. This includes familiarity with this statement and its impact upon our business practices.

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Those actively engaged in product or material specification undertake additional training to raise awareness of slavery and human trafficking issues and the measures that they should take to ensure that the business and employment practices of any company with which the company conducts business have been reasonably determined.

Our zero-tolerance approach to modern slavery and human trafficking must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter. The firm also ensures its suppliers and sub-consultants adhere to applicable laws including the Modern Slavery Act 2015 through contractual obligations that require appropriate procedures and compliance measures.

Areas of Risk and Risk Management Measures

Perkins&Will recognises that areas of potential risk for modern slavery and human trafficking exist particularly within its supply chain, where third parties may be engaged in the provision of goods and services, particularly materials and subcontracted labour. To mitigate these risks, the company requires that all suppliers and contractors are made aware of its zero-tolerance approach and that they also have their own policies in place which are reviewed at the outset of the business relationship and periodically thereafter.

Effectiveness and Key Performance Indicators (KPIs)

To measure and strengthen our approach, we conduct annual reviews of this policy and our public statement. KPIs include staff training participation, the number of reported concerns, and audit results from supply chain reviews. Sub-consultants must maintain up-to-date records of their compliance procedures, helping us to ensure that our partners operate to the same high ethical standards.

Breaches of this policy

Any employee who breaches this policy will face disciplinary action, which could result in disciplinary action up to and including termination of employment.

Individuals and organisations working on our behalf who may breach this policy may have their contract terminated.

Signed



Jo Wright

Managing Director, Perkins&Will London Office

February 2026. Next review February 2027