

## Modern Slavery Statement 2021/22

This Statement is made pursuant to section 54 of the Modern Slavery Act 2015 for the financial year ending 31 December 2022. This Statement sets out the steps that the Royal Institution of Chartered Surveyors (RICS) and its subsidiaries have taken and are continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chains.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. RICS has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our business

RICS is a global professional standards organisation working in Europe, Asia and the Americas with many and varied suppliers. RICS' annual turnover is over the threshold for which the Modern Slavery Act applies.

### Our policies

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner. These policies have been in force throughout the financial year and include:

- Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
- Recruitment policy. We continue to operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees, to safeguard against human trafficking or individuals being forced to work against their will.
- Raising concerns policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- Procurement policy. We operate a procurement policy which maintains preferred suppliers lists and ensures appropriate due diligence is undertaken for all suppliers, including requiring that they abide by Modern Slavery and Anti Bribery and Corruption legislation.

### Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

### Our Key Performance Indicator

We identified a Key Performance Indicator (KPI) to measure our progress on modern slavery:

KPI measure	2021/22 outcome
Number of known reported modern slavery cases in our direct areas of influence or through whistleblowing channels	0

### Action plan for next financial year

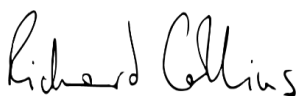
In 2023-24, in addition to continuing the work outlined above, we will focus on the following:

- Refresh the risk assessment and mapping of the supply chain on hotspots for modern slavery in our operations and supply chains
- Update our due diligence documents to ensure the content captures external parties' management of modern slavery issues
- Refresh due diligence documents for new tenders, particularly on higher risk contracts such as catering, facilities management, and people-based contracts
- Develop and introduce further KPIs on monitoring our effectiveness in identifying, mitigating and preventing modern slavery in our operations and supply chains
- Introduce appropriate organisational wide training to raise awareness amongst staff
- Continue to integrate modern slavery due diligence as part of our contract management activities
- Establish a modern slavery working group to oversee the implementation of our modern slavery identification, mitigation, and prevention programme.

### Approval

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2022. The Statement has been reviewed by the RICS Executive and the Chief Executive Officer. It was approved by the board on 27 June 2023.

This Statement was formally approved by the Governing Council and signed on their behalf



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Richard Collins

Interim Chief Executive Officer

**Signed For and on behalf of The Royal Institution of Chartered Surveyors**