



# Modern Slavery Statement 2024

## Introduction

The Royal Institution of Chartered Surveyors ("RICS") is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chains and imposes the same high standards on its suppliers.

With a heritage of over 150 years, RICS sets the standard for over 137,000 members and candidates operating in the development and management of land, real estate, construction and infrastructure across more than 140 countries globally.

This statement is made in accordance with section 54 (1) of the Modern Slavery Act 2015 and sets out the steps taken by RICS and its subsidiaries (RICS Group) during the financial year ending 31 December 2024 and constitutes RICS's modern slavery and human trafficking statement.

RICS is committed to running the organisation ethically, sustainably and responsibly. We strive to maintain high ethical principles and to respect human rights. We are committed to procuring goods and services and employing people without causing harm to others.

## Structure of our organisation

The Royal Institution of Chartered Surveyors is a global professional standards organisation, but most contractual activity is coordinated from our offices in the UK. RICS employs approximately 760 staff and provides services to over 137,000 members. RICS' annual turnover is over the threshold for which the Modern Slavery Act applies. RICS' corporate structure is available at <https://www.rics.org/about-rics>.

# Our spend categories and those that present risks of human rights abuses

RICS supply chains are diverse, with approximately 1,400 active suppliers worldwide that support our activities.

The principal categories which RICS deem as carrying modern slavery risks are venue/hotel hire, security, catering, cleaning and IT equipment. RICS deems the corresponding source countries to be as follows:

Category	Country
Venue Hire including Hotels	United Kingdom/Worldwide
Security and Reception services	United Kingdom/Worldwide
Catering services	United Kingdom/Worldwide
Cleaning services	United Kingdom/Worldwide
IT Equipment*	East Asia, China, Eastern Europe, Mexico

\*Due to the complexity of the IT supply chain the list of countries is not definitive and there are likely other countries where the equipment is manufactured.

RICS reaffirms its commitment to improving its understanding of supply chains and will continue to develop processes and ways of working to identify categories where the risk of modern slavery or human trafficking may exist.

## Due diligence and compliance

RICS is committed to procuring goods and services and employing people without causing harm to others. RICS is committed to the UK Government's approach to implementing the UN Guiding Principles on Business and Human Rights.

RICS supports the Base Code of the Ethical Trading Initiative (ETI). The ETI Base Code is founded on the conventions of the International Labour Organisation and is an internationally recognised code of labour practice.

## Our Policies

RICS operates several internal policies to ensure business is conducted in an ethical and transparent manner. These policies have been in force throughout the financial year.

**Recruitment** - RICS operates a robust recruitment policy that includes mandatory checks to ascertain eligibility to work for all employees to safeguard against human trafficking or forced labour.

**Raising concerns** - RICS operates a whistleblowing policy so that employees are aware they can raise concerns about behavior or practices in the supply chain, without fear of reprisals.

**Procurement** – The Procurement Policy outlines the approach taken to onboarding new suppliers and ensures appropriate due diligence takes place in relation to Modern Slavery procedures. This includes a check to ensure new suppliers have not been convicted of Modern Slavery offences. Suppliers awarded a contract that is strategically important, high value or involves the supply of labour provide information about their modern slavery practices and procedures at tender stage.

**Anti-slavery Policy** - The Policy sets out the organisation's stance on managing the risk of modern slavery and explains how employees can identify any instances of this and where they can go for help.

## Progress

- A Modern Slavery Assessment process was introduced and sent to suppliers invited to tender for high value/complex contracts. Evaluation of any tender submitted is dependent on a satisfactory return.
- Sourcing activity was undertaken to identify a resource capable of monitoring and assessing risk in global supply chains.

## Further actions for 2025 to 2027

- RICS recognises that (i) the United Kingdom's exit from the European Union and (ii) its response to the Coronavirus pandemic continue to require new sources of supplies and equipment to be established. As a result, additional measures to develop confidence in new supply chain relationships have been developed and will continue to be required.
- Our top 100 suppliers (in terms of annual spend) will be asked to sign up to a Code of Conduct currently in development and due to be sent to suppliers in 2025. This will include a requirement to produce a modern slavery statement if appropriate. The Code will be refreshed annually, as will the list of suppliers asked to sign up.

- Review/refresh of the Anti-Slavery and Human Trafficking Policy.
- Delivery of awareness training for senior managers responsible for high risk spend categories.
- Development of an organisation-wide mandatory training module for all RICS colleagues
- Refresh the risk assessment and supply chain map that identifies areas where the risk of modern slavery exists.
- Continue to review the effectiveness of the due diligence documents and processes to capture external parties' management of modern slavery risks.
- Review due diligence policy, processes and documents when market testing, particularly for high-risk contracts.
- To supplement the actions taken this financial year to prevent slavery or human trafficking from occurring in its business or supply chains, RICS will continue to review its overarching approach to Anti-Slavery and consider further measures to combat modern slavery and trafficking.
- RICS will continue to work with industry partners and organisations to develop supply chain assurance, due diligence and mitigation of the risks to human rights in supply chains.
- RICS will also continue to attend events and use available learning material produced for procurement practitioners.
- Continue to integrate modern slavery due diligence as part of our contract management activities.

## Approval

This statement for the RICS Group was approved by the Governing Council on 12 June 2025. It was reviewed by the RICS Executive and RICS Board with the Chief Executive Officer signing on its behalf for the RICS Group.