

Integrated Management System

MS-POL001 - Policy Global

Version 001

Important notes:

This is a controlled document. Whilst this document may be printed, the electronic version maintained in Newforma is the controlled copy. Any printed copies of the document are not controlled.

Version History:

Version	Date	Summary of change	Author
001a		New Policy	A Gilbert
001b		Review and approval	A Kell
		Authorised	N Fairham

Approval History:

This document has been approved by the following:

Name	Title / Responsibility	Date	Version
N Fairham	Chief Executive		V001

Document Owner:

The person responsible for maintaining this document is:

Name	Title / Responsibility
A Gilbert	Head of Social Value

Date of next review:

BDP policies are reviewed on an annual basis.

Related Documents:

These documents will provide additional information.

Document Title
Modern Slavery Policy 2025-26 - Guidance
Modern Slavery Statement 2025-26 UK

Modern Slavery and Human Trafficking Group Policy

Policy Statement

BDP adopts a zero tolerance to modern slavery, child labour and human trafficking and is committed to acting ethically and with integrity in all our business dealings and to taking steps to ensure they are not taking place in our business or supply chains.

1. Objectives of this policy

This policy sets out our commitment to and approach for identifying and mitigating modern slavery risks across our business, operations (including procurement, project delivery, and services), and supply chain.

Further details on our commitment (including definition, legal and regulatory framework alignment), monitoring (including risk mapping, risk profiles, and due diligence processes), management processes (including training and awareness, reporting and whistleblowing, and policy breach actions), and reporting (including performance monitoring, measurement, reporting, and communications), are provided in this Policy's supplementary guidance

This Policy is supported by and embedded alongside several specialist people management policies, including:

- ID&E Code of Conduct
- Responsible Procurement and Ethical Trading Policy.
- Anti-Bribery & Corruption Policy.
- Equality, Diversity & Inclusion Policy.
- Whistleblowing Policy.
- Social Value Policy (UK).
- Modern Slavery Statement (UK).

2. Scope of this policy

We align our work and our business with the UN Sustainable Development Goals (SDGs), including SDG 8.7, which seeks to end Modern Slavery and Human Trafficking. This policy is informed by and supports compliance with the following:

- UK Modern Slavery Act 2015
- UN Guiding Principles on Business and Human Rights
- International Labour Organisation (ILO) Conventions
- Relevant national and international human rights legislation applicable to our studios and operations.

This Policy extends to all individuals working with or for BDP at all levels and grades, including directors, senior managers, staff, sub-consultants, contractors, seconded staff, agency staff, agents or any other person associated with us or any of our subsidiaries or their employees as part of our supply chain.

This policy is reviewed annually and as necessary to reflect relevant changes in law, business practices, or emerging risks.

3. BDP's Commitment

BDP commits to ensuring that all employees receive equal treatment and equal opportunities, are valued and treated with appropriate respect and dignity and have working conditions which

are free from undue anxiety, stress and fear. This extends to every aspect of our work and operations.

For the purposes of this policy, the Head of Social Value will have primary responsibility for the regular review and update where appropriate. The responsibility for the appropriate and effective application of the policy across each studio is with the Studio Chair (UK) or Studio Leader (International).

This is our Modern Slavery and Human Trafficking Group Policy and as Chief Executive I commit myself and the company to it.

Signed:

A handwritten signature in black ink, appearing to read 'Nick Fairham', followed by a period.

Nick Fairham
Chief Executive

Date: 1st October 2025