

## **Introduction**

HKS is committed to improving its practices to combat modern slavery and human trafficking. This statement sets out the HKS actions to understand all potential modern slavery risks related to its business and to ensure that there is no slavery or human trafficking in its businesses or supply chains.

## **About HKS**

HKS Architects Limited (based in London) is a majority owned subsidiary of HKS, Inc., headquartered in Dallas, USA and operates as its London office.

## **Our Business**

HKS is a global firm of architects, designers, advisors and makers driven by curiosity and devoted to creating places that combine beauty with performance. Our 1,650 people in 26 locations are united by our shared culture and sense of purpose. We value honesty, diversity and inclusion and we celebrate creative thinking. In partnership with each other, our clients and our partners, we craft powerful ideas and solutions. Together we create places that stand apart.

## **Our Policies**

We require all our suppliers to comply with relevant policies; including our Equal Opportunities Policy and specifically to pay due regard to the health, safety, welfare, and dignity of those with whom they come into contact. We are implementing an Anti-Slavery policy, which will be available to all of our staff and upon which our staff will be trained.

## **Our due diligence**

Notwithstanding that we believe the risk of slavery and human trafficking to be low in our immediate supply chain, we endeavour to monitor and reduce this risk at every opportunity. We may require some of our suppliers to periodically complete a questionnaire disclosing relevant data concerning their commitment to combatting slavery and human trafficking and adhere contractually to the requirements of any relevant laws concerning the same. Any supplier that fails to meet HKS's expectations with regard to slavery and human trafficking may be removed from our supply chain and have their agreements terminated.

## **Our education programmes**

We invest in educating our employees to recognise the risks of modern slavery and human trafficking, particularly in our supply chains. Through our training programmes, employees are encouraged to identify and report any potential breaches of the organisation's policies.

This statement, made on behalf of HKS is in accordance with section 54(1) of the UK's Modern Slavery Act 2015. and constitutes the slavery and human trafficking statement for our financial year ending 31 December 2021.



Francis Gallagher, RIBA  
Principal & Managing Director