

SAVILLS PLC

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Savills plc remains wholly committed to meeting its obligations in addressing modern slavery risks across our business and supply chains. In accordance the requirements of the Modern Slavery Act 2015, we have prepared the below statement which relates to action we have taken to prevent modern slavery during the financial year from 1 January 2021 to 31 December 2021.

Our organisational structure and supply chains

Savills plc is registered in England and Wales, and listed on the London Stock Exchange. We are one of the world's leading property agents, with an extremely strong global presence of over 39,000 employees operating from more than 70 different countries. This allows us to offer a wide breadth of specialist advisory, management and transactional services to our clients through various subsidiary companies that form part of the Savills Group. All subsidiaries of Savills plc are required to adhere to a comprehensive suite of Group-wide internal policies, including those that relate to modern slavery.

As a real estate services provider, we generally view the risk of modern slavery across our business to be low. Nevertheless, we maintain a risk-based approach to assess the likelihood of modern slavery practices across our supply chain and recognise that particular scenarios may exist where this risk somewhat increases. At present, the appointment of third party suppliers and contractors in our property and facilities management business or agricultural businesses are most likely to present a risk to Savills in respect of modern slavery.

Our policies

Savills Group Risk Management maintains a wide range of policies designed to ensure compliance with our obligations at a Group level. These policies are reviewed and updated (where necessary) on an annual basis. This process allows Savills the opportunity to regularly review its approach and ensure we are not only fulfilling our legal obligations, but also meeting the expectations of our clients, employees and other stakeholders.

In respect of modern slavery, the below Group policies help support our compliance:

Anti-Slavery and Human Trafficking Policy

Savills is committed to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in our supply chains. To this end, the policy outlines steps that individuals, and particularly heads of departments, within Savills should take, including encouraging all staff to report any concerns to management.

Procurement Policy

The policy sets out Savills approach to managing the process of procuring goods or services, including the appointment of external suppliers and contractors. The policy outlines minimum standards that must be adhered to and taken into account when carrying out any procurement or supplier management activity, including ensuring that this is conducted both legally and ethically.

Sustainability Policy

The purpose of this policy is to set out the Savills approach to achieving its sustainability objectives in order to achieve a positive impact on the environment and society, whilst maintaining robust governance measures.

Speak Up Policy

Savills is committed to maintaining a Speak Up Policy that allows our employees, along with anyone else connected to Savills, to raise concerns where they believe there to be any misconduct or malpractice. Any concerns will be objectively investigated and we will ensure that appropriate actions are taken.

Due diligence and ongoing management

We are committed to engaging suppliers who share our ethical standards. To this end, we continue to conduct due diligence on all third party suppliers at the commencement of their engagement and at regular intervals thereafter.

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Our standard terms of engagement include an undertaking that the supplier will comply with all applicable laws, including compliance with the Modern Slavery Act 2015. Our procurement process also requires these suppliers to attest their compliance to Savills Code of Conduct, which sets out our commitment to operating responsibly wherever we work in the world, as well as engaging with our stakeholders to manage the social, environmental and ethical impact of our business activities. Put simply, Savills expects its suppliers to reach the same high standards that we set for ourselves.

Savills also requires third party suppliers to complete a comprehensive pre-qualification questionnaire on an annual basis. Our suppliers completed this most recently in September 2021 and the responses we received did not necessitate any remediation work. Suppliers who have been classed as Tier 1 are also subject to scheduled quarterly reviews.

Furthermore, we maintain the resources to carry out additional audits on suppliers where we have any reason to suspect a breach of our terms of engagement or the Code of Conduct. In such circumstances, we would fully comply with our legal reporting obligations and work collaboratively with the supplier to remediate the situation, whilst always considering the safety of potential modern slavery victims to be paramount.

Although procurement has generally faced some challenges associated with Brexit and the ongoing pandemic, we have confirmed that there were no infringements or difficulties relating to modern slavery that were identified in our supply chain in the past year.

Training and awareness

Our ability to address risks of modern slavery is largely dependent on our employees having the requisite understanding of our obligations in this area, including those arising from the Modern Slavery Act 2015.

To this end, all our employees must undertake compulsory e-learning relating to modern slavery and pass a test at the end to demonstrate their understanding. This includes staff who are operating in areas of the business where there is arguably a greater need for awareness around modern slavery, including procurement, risk and audit functions, and human resources. Our internal policies and other material relating to modern slavery are also readily available to all employees on our local intranet.

Our focus for the future

Throughout this reporting year, we have found that our current controls within the Savills business and its supply chain have effectively managed the risk of modern slavery. We will continue to monitor these controls, having due regard to the latest Government guidance and any legislative amendments.

We will continue to ensure that our suppliers confirm their compliance with the Modern Slavery Act 2015 as well as Savills Code of Conduct. We will also consider whether there are any additional measures we can adopt to ensure that our obligations in respect of modern slavery are adequately managed through our supply chain.

Our modern slavery training will continue to be mandatory for all employees so we can be confident they possess the knowledge to identify any risks of modern slavery. We have also adopted a new Speak Up Policy which provides an additional comfort to employees who may identify a concerning practice in our business or across our supply chains.

We look forward to our continued development in this area to ensure Savills business is always conducted lawfully, fairly and with integrity.



Mark Ridley
Group Chief Executive
Savills plc

30 March 2022

