

GARDINER & THEOBALD

# MODERN SLAVERY ACT STATEMENT

*Year Ending 31 March 2025*

## KEY INFORMATION

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## 1. INTRODUCTION

Gardiner & Theobald (G&T) provides a wide range of professional construction consultancy and related professional services. This *Modern Slavery Act Statement* (the 'Statement') sets out G&T's commitment and actions taken to comply with the *Modern Slavery Act (MSA) 2015* (and specifically, *Section 54 – Transparency in Supply Chains*) during the financial year ending 31<sup>st</sup> March 2025.

## 2. ORGANISATIONAL STRUCTURE, COUNTRIES OF OPERATION AND SUPPLY CHAINS

G&T is a limited liability partnership registered at Companies' House under the Company Registration number OC307124, and is headquartered in London.

## 3. PROCESS

Organisations that provide goods or services to G&T are subject to appropriate due diligence. They are required to confirm whether they, and their own supply chains, are free from modern slavery (which may also be referred to as human trafficking).

## 4. HIGH-RISK ACTIVITIES

The following activities are considered to be potentially at risk of modern slavery, and this list will be reviewed and updated annually:

- Provision of materials supplied to G&T (such as marketing materials), which may be produced in a jurisdiction or by organisations that are not compliant with the *MSA 2015*.
- Use of staff by suppliers to G&T, where the supplier's processes may not be compliant with the *MSA 2015*.
- Employment of sub-consultants, suppliers and sub-contractors by G&T, where their work practices may not be compliant with the *MSA 2015*.

## 5. RESPONSIBILITY

Responsibility for G&T's anti-slavery initiatives is as follows:

- **Statement:** The *Statement* has been drafted by key personnel, and has been endorsed by G&T's Managing Partner and Management Board.
- **Investigations:** G&T has included specific questions in its due diligence enquiries for new and existing sub-consultants, suppliers and sub-contractors.
- **Training:** A training programme is available to ensure understanding of modern slavery. The internet-based training resource is available for all of the G&T Group, both in the UK and overseas and, where necessary, appropriate sub-consultants, suppliers and sub-contractors.
- **Right to Work:** G&T uses an identity validation scanner to verify the validity of staff identification documents, and establish their legal right to work in the UK.

## 6. RELEVANT POLICIES

G&T has implemented the following relevant policies:

- **Anti-bribery Policy & Related Business Rules:** This *Policy* clarifies actions and behaviour expected of staff when representing G&T, and incorporates requirements related to the *Rules of Conduct* of the Royal Institution of Chartered Surveyors (RICS).
- **Whistleblowing Policy:** This *Policy* encourages reporting of any misconduct concerns, including concerns related to the direct activities or the supply chains of G&T. This *Policy* is designed to make it easy for staff to make disclosures, without fear of retaliation. Employees, sub-consultants, suppliers, sub-contractors, clients or other associated third parties who have concerns may contact G&T's Managing Partner or Human Resources Partner directly, or may make a confidential disclosure.
- **Recruitment Procedure:** G&T uses specified, reputable employment agencies to source staff.
- **Social Value Policy:** G&T's core values are independence, reputation, progression, ethical thinking and engagement.

## 7. DUE DILIGENCE

G&T undertakes appropriate due diligence with new suppliers, and regularly reviews its existing suppliers.

## 8. PERFORMANCE INDICATORS

G&T has:

- Developed a system for supply chain verification. Since circa February 2016, G&T has evaluated appropriate potential suppliers before they enter the supply chain.
- Been reviewing its existing supply chains periodically.

## 9. TRAINING AND AWARENESS

G&T has in place an online training module introduced in October 2016, which it offers to staff within the organisation (and appropriate suppliers).

The training covers

- What the *MSA 2015* means to individuals.
- What is expected of employees with regards to looking out for, and reporting, victims of modern-day slavery.
- How to report suspected cases of modern-day slavery.

## 10. BOARD APPROVAL

This *Statement* covers the G&T financial year ending 31st March 2025, and has been endorsed by G&T's Managing Partner and Management Board. It will be reviewed and updated annually.



1 December 2025



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*This Policy has been endorsed by G&T's Managing Partner and the Management Board.*