

1. Introduction

Thornton Tomasetti provides engineering design, investigation and analysis services to clients worldwide on projects of every size and level of complexity. We are a 100% employee-held organisation of 1,200 engineers, architects, sustainability practitioners and support professionals collaborating from offices across North America, Asia-Pacific, Europe, Latin America and the Middle East. We focus on providing a diverse suite of integrated services and leading innovation in our industry to ensure the continued success of our clients.

2. Our Policy on Slavery and Human Trafficking

We will strive to safeguard our business and our supply chain from any practices of modern slavery and human trafficking. We will not engage in any activity connected with modern slavery and we will work in collaboration with our business partners and suppliers to embed respect for human rights.

3. Due Diligence for Recruitment and Employment

For all prospective employees, our employment processes include verification of the legal right to work in their country of engagement and our management team in each region check that our recruitment practices are fair and equitable and comply with local employment laws. Our Employee Manual and Code of Conduct sets out our commitment to conducting our business around the world with the highest degree of integrity and in full compliance with all applicable laws.

4. Assessment and Risk Management of our Supply Chain

By June 2017, and where appropriate, our procurement procedures will include steps to identify, mitigate and monitor potential modern slavery risks in our supply chain. This will be implemented through specific questions in our supplier evaluation procedures. Additionally, our standard terms and conditions for suppliers will mandate compliance with the Modern Slavery Act 2015.

5. Training

Training requirements for our staff are identified annually and in 2017 we will make training available to staff to raise awareness of the issues and the importance of tackling slavery in a current-day business context.

6. Performance Indicators

We will assess the effectiveness of our modern slavery prevention initiatives through:

- (a) Evaluating compliance with our procurement procedures at least annually; and
- (b) Checking the percentage participation in training and reviewing the course content to ensure that it continues to be relevant to the needs of our business.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

Signed:



Ray Daddazio
President and Director
Thornton Tomasetti