Modern Slavery and Human Trafficking Statement  
Financial Year Ending December 2017

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 1,300 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 recognise that modern slavery is a crime and we are opposed to any violation of fundamental human rights. Thornton Tomasetti acknowledges its responsibility in respect of the Modern Slavery Act 2015, and will at all times act properly and transparently in our business dealings and implement effective systems and controls to ensure modern slavery in its various forms play no part of our business or our supply chain.

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
Our supply chain covers the purchase of goods and services to support our operations, and the engagement of some specialist sub-consultants. Our procurement procedures, through our supplier due diligence programme, include specific steps to identify, mitigate and monitor potential modern slavery risks in our supply chain and compliance is monitored on an annual basis. Our standard terms and conditions include specific prohibitions against the use of forced, compulsory or trafficked labour.

5. Next Steps
In 2018 we will:
(a) Develop a Supplier Code of Conduct to clarify our minimum standards of responsible business conduct and our suppliers will be expected to meet these standards.
(b) Publish communications across our offices to convey our expectations of employees with regards to identifying and reporting victims of modern day slavery.
(c) Continue to roll out training to all staff who interface with our suppliers, to raise awareness and educate our staff on modern slavery and human trafficking.

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

Signed:

Ray Daddazio  
President  
Thornton Tomasetti Inc

31st May 2018