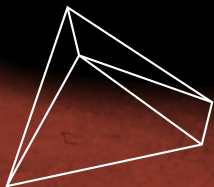


MODERN SLAVERY POLICY



CHAPMAN TAYLOR

Revision No	Date of Revision	Revision	Authored by	Checked by
1	12/12/18	First version	HLG	MDC
2	13/02/20	Annual review	HLG	MDC
3	20/01/21	Group Board change	HLG	MDC
4	07/06/23	Reviewed	AH	PH
5	07/07/25	Reviewed	PH	AH

MODERN SLAVERY POLICY



CHAPMAN TAYLOR

Chapman Taylor LLP is a Limited Liability Partnership registered in England, number OC302467. Registered office 10 Eastbourne Terrace, London, W2 6LG.

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Modern Slavery Policy

Introduction

Modern slavery is a crime and a violation of fundamental human rights.

Slavery is defined as ownership exercised over a person or where individuals are coerced into providing their services or do so under threat of a penalty. Human trafficking is defined as arranging or facilitating the travel of individuals with a view to exploiting them.

Slavery and human trafficking are acknowledged to be a global problem. Chapman Taylor LLP is committed to taking steps to ensure that slavery and human trafficking are not taking place in our business or supply chains.

This policy, and our commitment to preventing slavery and human trafficking, extends to all individuals working for Chapman Taylor LLP and its subsidiaries at all levels and grades, including Directors, senior managers, staff, consultants, contractors, seconded staff, agency staff, agents or any other person associated with us or any of our subsidiaries or their employees as part of our supply chain, in those locations where we have a studio.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We are registered under ISO 9001 and our procedures require our staff and suppliers to carry out business in a manner consistent with all Chapman Taylor's internal policies and following the principles of the Modern Slavery Act 2015.

This policy does not form part of any employee's contract of employment and Chapman Taylor LLP may amend it at any time.

Responsibility for the Policy

The Group Board

Ultimate responsibility resides with the Group Board for drafting, reviewing, signing and implementing this policy. The Group Board is responsible for the annual monitoring and auditing all our studios to ensure due diligence.

Regional Studio Directors

The Directors who lead each of our UK and international studios are responsible for understanding the implications of modern slavery and human trafficking, inputting their local knowledge to the Group Board to inform the Practice's policy and then responsible for ensuring that the information contained in our Modern Slavery Policy is disseminated to, and understood by, our staff, clients, suppliers and onwards.

Directors, Associate Directors and Project Architects

Responsible for ensuring that the staff under their management are aware of:

- Our Modern Slavery Policy
- Undertake their work keeping the policy in mind
- Design and specify to best practice so as to minimise the risk of using materials or employing people who may be affected by modern slavery

Compliance with the Policy and Notification of Potential Breaches

You must ensure that you read, understand and comply with this policy.

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Chapman Taylor has a Whistleblowing Policy which is appended as Annex A to our Anti-Corruption and Bribery policy. It covers any reports of a breach of our Modern Slavery Policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Employees of Chapman Taylor must notify their line manager, as soon as possible if they believe or suspect that a breach of this policy has occurred, or may occur in the future. Suppliers must notify their contact within Chapman Taylor if they become aware of any breach.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your line manager.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

We are committed to ensuring no employee suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern.

If you believe that you have suffered any such treatment, you should inform your Line manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Policy as described in your contract of employment and more fully in Annex B of our Anti-Corruption and Bribery Policy

Communication and Awareness of the Policy

This policy is available on the Intranet. Training will be provided as necessary.

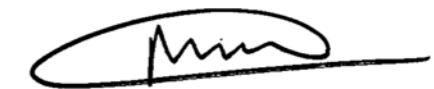
Our zero-tolerance approach to modern slavery will be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Breaches of this Policy

Any employee who knowingly breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other Suppliers, individuals and organisations working with us or on our behalf if they breach this policy.

Signed:



Group Board Director
Dated: 2nd July 2025

London

(Head Office)
10 Eastbourne Terrace
London W2 6LG
United Kingdom

T +44 (0)20 7371 3000
E london@chapmantaylor.com

Abu Dhabi

Abu Dhabi Saleh Al Ketheeri
Musaffah, M7, 94
Abu Dhabi
United Arab Emirates

T +971 (0)5 257 96230
E obarnard@chapmantaylor.com
E dwallace@chapmantaylor.com

Bangkok

Units 302 – 303, 3rd Floor
208 Wireless Road
Lumpini, Pathumwan
Bangkok 10330
Thailand

T +66 (0) 1169826
E bangkok@chapmantaylor.com

Beijing

Floor 17 Donghuang Building
Chaoyang District
Beijing
China

E yjiang@chapmantaylor.com

Bristol

40 Queen Square
Bristol BS1 4QP
United Kingdom

T +44 (0)117 364 3250
E bristol@chapmantaylor.com

Brussels

Boulevard de Waterloo
34 Waterloolaan
Bruxelles 1000
Belgium

T +32 (0)2 513 5956
E brussels@chapmantaylor.com

Dubai

IFZA Properties
DSO IFZA
Dubai Silicon Oasis
Dubai 338482
Dubai
United Arab Emirates

T +971 (0)5 257 96230
E obarnard@chapmantaylor.com
E dwallace@chapmantaylor.com

Düsseldorf

Klaus-Bungert-Straße 3
D-40468 Düsseldorf
Germany

T +49 (0)211 88 28 69 0
E duesseldorf@chapmantaylor.com

Madrid

Paseo de Recoletos 16
6th Floor
28001 Madrid
Spain

T +34 91 417 0925
E madrid@chapmantaylor.com

Manchester

Bass Warehouse
4 Castle Street, Castlefield
Manchester M3 4LZ
United Kingdom

T +44 (0)161 828 6500
E manchester@chapmantaylor.com

Prague

Jindřišská 937/16
110 00 Prague 1
Czech Republic

T +420 224 214 121
E prague@chapmantaylor.com

Shanghai

601 The Center
989 Changle Road
Shanghai 200031
China

T +86 (0) 21 6040 7277
E shanghai@chapmantaylor.com

Warsaw

ul. Nowogrodzka 47A
00-695 Warszawa
Polska

T +48 22 585 1015
E warsaw@chapmantaylor.com

