

## **Modern Slavery Statement for Financial Year 2017**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Enjoy Design Ltd. has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Enjoy Design Ltd. has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our business

We are an Architectural Practice based in Leeds consisting of 4 Share Holding Directors and 6 members of staff, primarily acting on behalf of commercial clients in the majority of development sectors. These include sports and leisure facilities, offices, hotels, apartments, traditional housing, student accommodation, Listed Building refurbishments, education, interior design and masterplanning.

We operate solely within the UK and, as a Professional Consultancy, have very limited exposure to external suppliers. However, where this is a potential issue, our procedures for selecting sub-consultants, service providers and suppliers ensure alignment with our commitment to equality, diversity and human rights, including our commitment to ensuring that slavery and human trafficking does not take place within our business or supply chain.

### Our Policies & Business Culture

We operate a number of internal policies and to ensure that we are conducting business in an ethical and transparent manner. These include:

1. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. We operate a whistleblowing culture so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. We operate an equal opportunities policy in all aspects of our corporate structure, recruitment, and employment roles.

5. We have an externally audited Health & Safety Policy and have achieved a recognise CHAS Accreditation to reflect our commitment to being a responsible employer.
6. Training is offered to our staff from in person to online material to assist with their continuous responsibility for implementing and monitoring compliance to the prevention of slavery and human trafficking in the company's corporate activities.

#### Our suppliers

Enjoy Design Ltd. operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery and, where necessary, on site audits which include a review of working conditions.

In the event that a contractor, consultant, agency or other member of our supply chain was suspected of engaging in or supporting slavery or human trafficking an investigation would be undertaken and, if necessary, our relationship with that supplier would terminate.

#### Approval for this statement

This statement was approved by the Board of Directors on 3<sup>rd</sup> January '17



**Gregg Mitchell**

BA(Hons) Dip.Arch PGDip. ARB RIBA  
Director

Date; 12<sup>th</sup> January '17.