SAVILLS PLC
SLAVERY AND HUMAN TRAFFICKING STATEMENT

The Modern Slavery Act 2015 requires any commercial organisation in any sector, which supplies goods or services, and carries on a business or part of a business in the United Kingdom, and is above a specified total turnover, to produce and publish an annual slavery and human trafficking statement. This statement relates to actions taken by Savills plc to address risks of Modern Slavery within our business and supply chain during the financial year from 1 January 2020 to 31 December 2020.

Organisational structure
Savills plc is a global real estate services provider listed on the London Stock Exchange. We have an international network of over 600 offices and associates and over 39,000 staff throughout the Americas, the UK, Europe, Asia Pacific, Africa and the Middle East, offering a broad range of specialist advisory, management and transactional services to clients all over the world.

Our approach and commitment
We acknowledge and accept that we have a responsibility to always conduct our business with integrity and to the highest ethical standards. To that end, we are committed to ensuring that we take all appropriate steps to prevent Modern Slavery from occurring in our business or supply chain.

At an absolute minimum, all our internal policies comply with local legislation in the jurisdictions in which we operate. Additionally, we fully support the principles of UN Global Compact, the UN Declaration of Human Rights and the International Labour Organization’s (ILO) Core Conventions. We believe that these commitments are fundamental for an organisation operating on a global scale.

We also understand the importance of doing the right thing in the right way and this stance is clearly reflected in the Savills Code of Conduct. The Code underpins our social, ethical and environmental commitments and clearly sets out the standards of behaviour that we expect our employees to demonstrate and adhere to in their day to day working life at Savills. Any breaches of the Code may be reported in accordance with our whistleblowing procedure.

We also believe that the commitments of the Code should be shared by our business partners and other third parties who play a part across our supply chain. We will therefore only engage a third party supplier where we are confident in their ability to address Modern Slavery risks within their own business.

Our policies
Savills maintains a comprehensive suite of policies designed to ensure our compliance with various legal and regulatory obligations. These policies are reviewed on an annual basis which allows us the opportunity to review or amend our approach where necessary. In the context of Modern Slavery, we believe the following Group-wide policies support us in our compliance:

Anti-Slavery and Human Trafficking Policy
Savills is committed to conducting all its business ethically and in accordance with the systems and controls embedded within the organisation to prevent Modern Slavery from occurring. To this end, the policy outlines steps that should be taken by individuals and business heads within Savills, including encouraging all staff to report any concerns to management.

Procurement Policy
The policy sets out Savills approach to managing the process of procuring goods or services, including the appointment of external suppliers and contractors. The policy outlines minimum standards that must be adhered to and taken into account when carrying out any procurement or supplier management activity, including ensuring that this is conducted both legally and ethically.

Corporate Responsibility Policy
Savills has a responsibility to manage its business activities in a way that produces an overall positive impact on society. To this end, each Group company should focus on four key themes and monitor its corporate responsibility performance in these areas: People, Clients, Environment and Community.

Whistleblowing Policy
Savills is committed to maintaining a culture of openness, integrity and accountability and takes allegations of any wrongdoing very seriously. We appreciate that employees are often the first to become aware of any unethical conduct and so
it is fundamental that individuals are comfortable raising concerns and confident that these will be investigated promptly, thoroughly and confidentially.

Our supply chain
Our business activities are varied across multiple jurisdictions and it is therefore essential that Savills is able to identify and prevent the occurrence of Modern Slavery. We generally believe that the risk of Modern Slavery is low across our business, however we maintain a risk-based approach to assess the likelihood of the existence of Modern Slavery in our supply chain. In particular, we accept that there may be situations where a greater risk exists, such as the hiring of staff and procurement decisions where suppliers and contractors are appointed.

While we recognise that some of these third parties operate within different legal and cultural environments, we expect them to continue to uphold the same ethics and values as Savills. This includes operating a fair and ethical workplace where workers are treated with dignity and respect, and always upholding the highest standard of human rights. Ultimately, we expect these third parties to conduct their business in full compliance with all applicable laws and will only partner with organisations where we are confident that this is indeed the case.

Due diligence
Our standard terms of engagement for suppliers include an undertaking that the supplier will comply with all applicable laws, which includes compliance with the Modern Slavery Act 2015. Additionally, we also require all third party suppliers to confirm that they will comply with our Code of Conduct as part of our procurement process. If we were given any reason to suspect that a supplier was in breach of these terms, we would fully comply with any of our legal reporting obligations and, where appropriate, work collaboratively with the supplier to fully eradicate any instance of Modern Slavery. In all cases, we will adopt an approach that produces the safest outcome for potential victims.

We appreciate that the wider impact of Covid-19 may have made it more difficult for businesses to identify cases of Modern Slavery in their immediate supply chain, however Savills did not experience any material difficulties. The decision to maintain staffing levels across the Group assisted us in maintaining regular engagement with our key suppliers which was essential in ensuring continuity of service and responding to the impacts of the pandemic.

In respect of ongoing monitoring of standards, our suppliers are regularly required to complete a due diligence questionnaire. The questionnaire was updated and most recently completed by suppliers in April 2020 and includes a section relating to human rights to ensure that suppliers are adhering to their legal and ethical obligations, particularly in relation to Modern Slavery.

Training and awareness
We understand that our ability to address the risks of Modern Slavery within our business is greatly improved by ensuring our staff have a good understanding of the legislative requirements of the Modern Slavery Act, as well as an appreciation for the wider issues that the business faces. With this in mind, we will continue to provide training to our staff to help them develop and maintain the relevant knowledge that will aid us in combatting Modern Slavery.

Modern Slavery awareness training is included in our core compliance training programme for staff members. The training is completed by relevant members of our business, specifically procurement, risk, corporate responsibility and human resources functions. This ensures that our people will have the skills and knowledge they need to be able to flag potential issues, including the methods for internal reporting of suspected Modern Slavery.

In 2021, we will aim to engage with the business on Anti-Slavery Day to further reinforce the importance of remaining vigilant towards any potential or suspected instances of Modern Slavery.

Future Progress
We will continue to review and develop our processes to mitigate the risk of Modern Slavery. In 2021 we will continue to review our procurement process and consider any additional measures to ensure that our obligations under the Act are passed through our supply chain.

Following the most recent guidance published by the UK Government in respect of amendments to the Modern Slavery Act, we remain fully committed to implementing any necessary changes across our business. This may include reviewing the way in which we prepare and publish our annual Modern Slavery Statement to ensure it complies with new legislative requirements.

This Statement was reviewed and approved by the Board of Directors of Savills plc on 10 March 2021.

Mark Ridley
Group Chief Executive
Savills plc