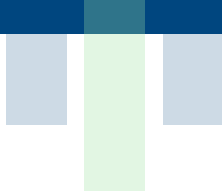


# SLAVERY AND HUMAN TRAFFICKING STATEMENT 2024



# SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement has been prepared in accordance with the *Modern Slavery Act 2015, c. 30*, for the year ended 31<sup>st</sup> December, 2024.



## Index

Message from our President

About Us

a. Our Structure, Business & Supply Chains

b. Our Policies

c. Our Due Diligence

d. Our Risks

e. Our Effectiveness

f. Our Training



## MESSAGE FROM OUR PRESIDENT



Slavery and human trafficking are matters of concern to us. The human rights of our people, clients, suppliers, and communities are respected in our policies and the way we operate.

On behalf of the BGIS Group of Companies across the UK, we are pleased to present our Slavery and Human Trafficking Statement aimed at addressing the reporting criteria outlined in the *Modern Slavery Act 2015*. We support a complex network of suppliers, and this is where we may be at risk of indirect exposure.

Our focus on the mitigation of forced labour and child labour in our supply chains is underpinned by a robust governance environment that challenges BGIS to continuously assess risk and improve supply chain transparency. BGIS understands that the efforts are ongoing to identify and mitigate these risks in our operations and our supply chains. We will seek to continuously improve our approach in order that we effectively and transparently manage risks. The BGIS Group of Companies have not had any instances related to forced labour or child labour and we seek to proactively mitigate such risks in our business today and into the future.

In accordance with the requirements of the Act, and in particular section 54 thereof, I attest that I have reviewed the information contained in the report for the BGIS Group of Companies listed in this report. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate, and complete in all material respects for the purposes of the Act, for the 2024 reporting year.

A handwritten signature in black ink, appearing to read 'GB', with a stylized flourish at the end.

**Gary Bullen**

President, BGIS UK & Europe

17<sup>th</sup> July 2025

I have the authority to bind the BGIS Group of Companies

# ABOUT US

BGIS provides a full range of innovative consulting, management and delivery services for owners and occupiers of real estate.

With a rich engineering and technical background and a commitment to client service, BGIS protects both the tangible and intangible, not only staff and physical assets, but client reputations, brands, and core businesses.

## OUR MISSION

To deliver **innovative business solutions for clients with real estate portfolios**, continually creating value for their stakeholders, while ensuring a sustainable, safe and comfortable environment for all.

## OUR VISION

We are a **recognised leader** in the provision of Real Estate Management Services.

We are the role model for **sustainable** operating practices and portfolio strategy.

We are the **employer of choice** within our industry.

## OUR VALUES



Unwavering  
**Integrity**



Passion for  
**Innovation**



Living  
**Sustainability**



Delivering  
**Memorable  
Customer  
Experiences**



Relentlessly  
Building **Team  
Member  
Engagement**

Our values are foundational to our culture and affect the way we deliver our services; they influence everything that we do from how we manage our clients' facilities to how we help our customers when we provide services. Some of the recent achievements of BGIS and our team members include:

- 2024 Gold Award (Health and Safety Award), by The Royal Society for the Prevention of Accidents (RoSPA)
- 2024 Young Leader of the Year, by Premises & Facilities Management
- 2024 Apprentice Award, Attitude & Behaviours, by Choice Training

# A. OUR STRUCTURE, BUSINESS & SUPPLY CHAINS

This report is provided in respect of the following entities, comprised of corporations carrying on business in the UK and their parent companies (the “**BGIS Group of Companies**”):

- BGIS Global Integrated Solutions Limited
- BGIS Facilities Management Limited
- BIFM UK Sub Limited
- BIFM UK Buyer Limited
- BIFM UK Intermediate Limited
- BIFM UK Holdings Limited
- BIFM Jersey Topco Limited

The BGIS Group of Companies are controlled, and indirectly owned, by BIFM Jersey Topco Limited. Our talented team of more than 450 employees across the UK and carries on business only in the UK. However, the BGIS Group of Companies is supported by a global team of over 10,500 across their affiliates in Canada, United States, Australia, and New Zealand.

## BGIS UK & Europe

### LOCAL

Local customer proximity, strong engineering and supply partner presence – flexibility

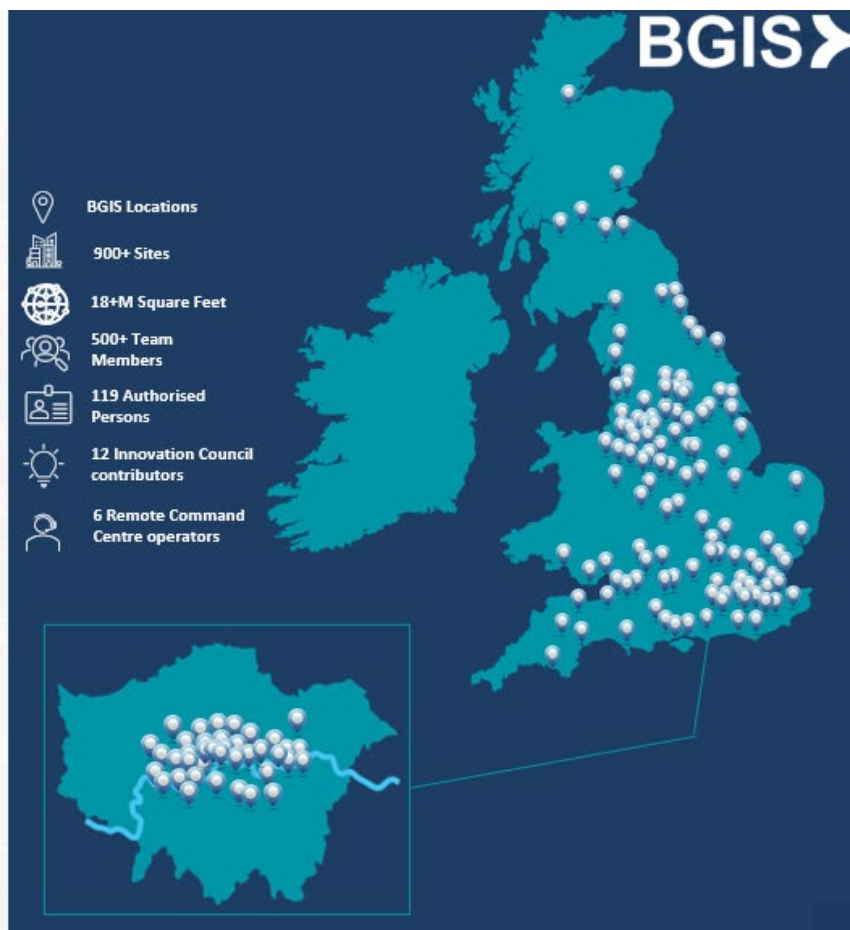
Regular senior management engagement

Access to empowered, allocated and accountable teams that embody and truly understand your values, visions and goals

Clear cut escalation routes

Enhanced business continuity

Local subject matter expertise





## A. OUR STRUCTURE, BUSINESS & SUPPLY CHAINS

Slavery and human trafficking are matters of concern to us. The human rights of our people, clients, suppliers, and communities are respected in our policies and the way we operate. We support a complex network of suppliers in our primary value chain – the goods and services we provide.

The services provided by the BGIS Group of Companies use labour sourced in the UK. The sale of goods in our activities is ancillary to our services, and includes the sale of equipment, construction materials, and maintenance, repair and operating supplies that are provided almost exclusively by UK suppliers that source their goods from the UK and abroad. The relevant categories are set out below.



### CATEGORY CHARACTERISTICS

#### Facilities Management Services

Facilities management services include the provision of operations and maintenance services to clients' buildings, such as fire and life safety systems, and maintenance of heating, ventilating and air conditioning equipment and systems.

#### Projects & Construction

Projects and construction activities include demolition, construction, and renovation works, as well as building systems installations and upgrades and professional project management.

#### Industrial Consumables & Equipment

This category includes industrial consumables and tools of trade, uniforms, personal protective equipment and safety equipment, furniture, and equipment rentals.

#### Corporate Services

This area of our operations includes key corporate items such as IT software and equipment, telephony, stationery, and corporate services such as financial management.

## B. OUR POLICIES

The BGIS Group of Companies has taken steps to prevent, reduce, and manage the risk of slavery and human trafficking in its business and supply chains, including effective reliance on the following policies:

Code of Business Conduct and Ethics	The Code of Business Conduct serves as a guide for team members' conduct as members of the BGIS Group of Companies. Preserving our corporate culture is vital to the organization and following this Code helps us do that. All staff receive training and certify their commitment to the Code of Conduct on a recurring basis.
Supplier Code of Conduct	<p>Our Supplier Code of Conduct establishes a minimum set of requirements for suppliers. These principles speak to the commitments we make to our clients, and our drive to deliver innovative business solutions and relationships built on partnerships, trust, integrity and personal responsibility. These principles establish the ethics and standards required for engaging in business with the BGIS Group of Companies.</p> <p>Suppliers are expected to uphold the human rights of workers and treat them with dignity and respect. The Supplier Code of Conduct solidifies our expectations and sets the tone that our entire our supply chains must, among other things,</p> <ul style="list-style-type: none"> <li>• prohibit the use of forced labour,</li> <li>• prohibit child labour,</li> <li>• set work hours to comply with local law and legislated employment standards, and</li> <li>• comply with applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits.</li> </ul>
Strategic Sourcing and Procurement Policy	BGIS continues to follow its Strategic Sourcing and Procurement Policy and the clearly expressed expectations that Suppliers review their labour practices to ensure there is no forced labour or child labour anywhere in their businesses and supply chains, and that they adopt and promote labour practices that treat all employees fairly and with dignity and respect, ensuring they are in accordance with the laws in respect of child labour, working environments, health and safety, among others.
Sustainable and Ethical Procurement Policy	BGIS is committed to continuously refine and improve our approach in order to manage effectively and transparently any risks of forced labour and child labour. This document is the foundation for us to identify where risks may exist in our operations and supply chain and proactively mitigate risks.

## C. OUR DUE DILIGENCE

The BGIS Group of Companies has taken steps to prevent, reduce, assess, and manage the risk of forced labour and child labour in its business and supply chains, including the following due diligence measures:

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and child labour</li> <li>• Requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and child labour</li> </ul> | <ul style="list-style-type: none"> <li>• Monitoring suppliers</li> <li>• Providing for or cooperating in remediation when appropriate</li> <li>• Requiring that subcontractors obtain BGIS's consent prior to any subcontracting of services</li> </ul> |
|--|---|

Supplier Qualification Systems	BGIS is assisted by a third-party supplier qualification management system that helps BGIS collect, track, verify, and maintain supplier qualification documents, in respect of insurance, employers' liability, health and safety, and modern slavery.
Supplier Monitoring	BGIS requires adherence to procedures to monitor and validate service delivery by the approved suppliers and approved personnel to minimize risks of service and personnel in our business and supply chains.
Employment Verification	BGIS requires each applicant for employment to provide their date of birth and proof their right to work in the UK, which BGIS verifies using a third-party service provider as part of background check processes involving the Disclosing and Barring Service.



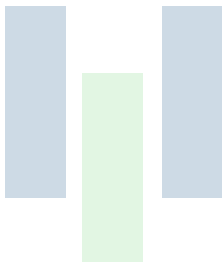
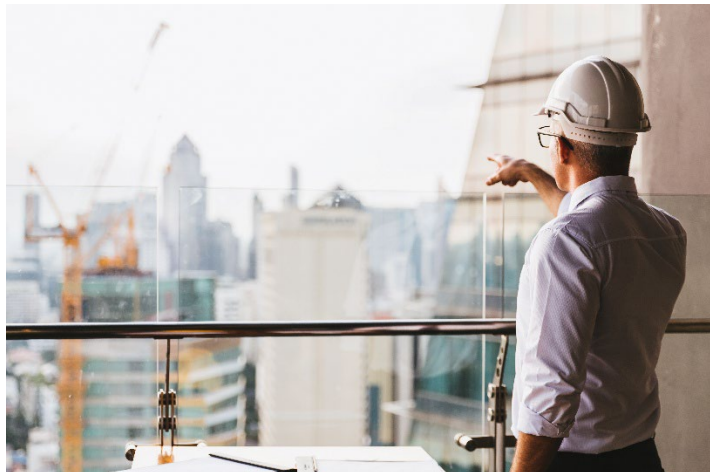


## D. OUR RISKS

The BGIS Group of Companies carries on business in the UK and is primarily based on provision of building services. The sale of goods is ancillary to our services business and includes the sale of equipment, construction materials, and maintenance, repair and operating supplies that are ancillary to the services we provide.

The BGIS Group of Companies has identified risks associated with forced labour and child labour in the following aspects of its activities and supply chains:

- Tier one (direct) suppliers;
- suppliers further down the supply chain;
- the use of outsourced, contracted or subcontracted labour;
- the use of migrant labour; and
- the use of child labour

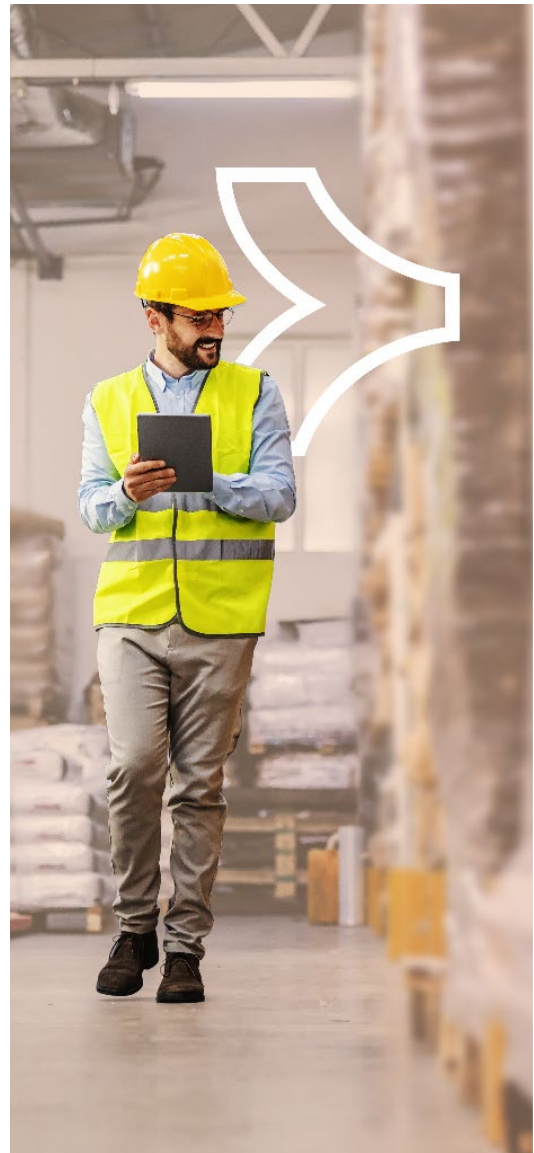


## E. OUR EFFECTIVENESS

**The application of our framework addressing risks of forced labour and child labour is underpinned by a robust governance environment that challenges BGIS to continuously assess risk and improve supply chain transparency.**

The BGIS Group of Companies has not identified any forced labour or child labour in our activities or supply chains. Accordingly, no remedial steps have been necessary or taken in respect of instances of forced labour or child labour.

Improving the capability of our supply partners is a key objective of the BGIS approach to sustainable procurement. While self-assessment can produce variability of response, the ongoing supplier engagement, through clarification and refinement, is both important in raising awareness of vulnerability to forced labour and child labour and reinforces BGIS's commitments to providing the highest levels of quality and transparency to our clients.



## F. OUR TRAINING

All BGIS employees have available to them a BGIS on-line learning platform hosted by a third-party that includes optional training resources such as webinars and articles on Supply Chain Transparency, Vendor Risk Management, BGIS's Strategic Sourcing and Procurement Policies, and Human Right Strategies.

