

Modern slavery and human trafficking statement policy

General statement

We are committed to legal compliance and ethical business practices in all of our operations worldwide, this includes improving our practices to combat slavery and human trafficking. We seek to understand all potential modern slavery risks related to our business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our business and supply chains. This statement relates to current actions and activities. At this time the turnover of HR Wallingford does not reach the legal reporting threshold specified within legislation and the statement will be reviewed on a biennial basis.

As part of the professional civil engineering consultancy sector, the company recognises that it has a responsibility to take a robust approach to slavery and human trafficking. We are a company limited by guarantee employing approximately 260 staff across the world.

Company structure, countries of operation and supply chains

This statement covers the activities and operations of HR Wallingford Group Ltd which are as follows:

Operating company	Registration location	Activities	Supply chains
HR Wallingford Group Ltd	United Kingdom	Consultancy & Research	Companies and individuals who act as sub consultants or provide services as agents.
HR Wallingford Ltd (subsidiary)	United Kingdom/Italy	Consultancy/software development/software sales	
HR Wallingford Inc (subsidiary)	USA	Business development and small amount of local project delivery	
HR Wallingford Pty Ltd (subsidiary)	Australia	Consultancy / business development / local project delivery	
HR Wallingford Hydraulic Environment Technology Consulting (HETC) Ltd (subsidiary)	China	Consultancy/software sales	
HR Wallingford Asia Sdn Bhd (subsidiary)	Malaysia	Business development including local office admin, software sales and consultancy.	
Hydraulics Research Wallingford India Private Ltd (subsidiary)	India	Business development	
HR Wallingford LLC (subsidiary)	United Arab Emirates	Consultancy/business development/local project delivery	
Howbery Park Estates (subsidiary)	United Kingdom	Business Park Management	
HR Wallingford CoretecX Ltd	United Kingdom	Consultancy	

Risk Assessment

We consider the risk low as all of our staff are employed on contracts that offer, as the very minimum, the statutory rights and minimum salary that is afforded to staff across the world. Where required, specialist services, that support our business are commissioned on a sub-consultancy basis from other companies. Those companies are expected to operate a robust Anti-slavery and Human Trafficking policy.

Accountability

We require all directors, employees and consultants of the firm, including temporary workers and others who are subject to the direction of the firm, to comply with our stance on Anti-slavery and Human Trafficking. All sub-consultants are required to sign up to our standard Sub-Consultancy Agreement accepting the clause which warrants compliance with the Modern Slavery Act 2015 or, where an alternative Agreement is mandated, to provide a copy of their Anti-slavery and Human Trafficking policy.

Next steps

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will procure training resources for staff with direct contact and responsibility for procurement within the firm.

We will seek to expand and embed knowledge of the issues and risks around modern slavery and human trafficking to all appropriate staff across the network of offices via regular communication and targeted training.

We will include modern slavery in our ongoing operational risk review process which is conducted across our network of offices.

Ridha Bentiba

Executive Director, HR Wallingford Ltd

Signed:



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