

# MODERN SLAVERY STATEMENT

Savills (Aust) Holdings Pty Ltd

1 June 2023

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# INTRODUCTION

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Savills (Aust) Holdings Pty Ltd and its subsidiaries (“**Savills**”) is part of the global Savills group that reports to Savills plc which is an entity listed on the London Stock Exchange (“**Group**”). The Group provides global real estate services and has 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.

The *Modern Slavery Act 2018* (Cth) (“**the Act**”) requires entities based, or operating, in Australia which have an annual consolidated revenue of more than \$100 million, to report annually on the risks of modern slavery in their operations and supply chains.

Savills acknowledges and accepts that it has a responsibility to always conduct business with integrity and to the highest ethical standards. To that end, Savills is committed to ensuring that it takes all appropriate steps to prevent modern slavery from occurring in its business or supply chains.

At an absolute minimum, all of Savills’ internal policies comply with local legislation in the jurisdiction in which Savills operates. Savills also understands the importance of doing the right thing in the right way and this stance is clearly reflected in Savills’ Code of Conduct which underpins Savills’ social, ethical, and environmental commitments and clearly sets out the standards of behavior that Savills expects of its employees.

Part 2 of the Act requires a modern slavery statement to be provided to the Minister annually, describing the risks of modern slavery in the operations and supply chains of reporting entities and entities controlled by those entities. This document comprises Savills’ statement and sets out the steps taken by Savills to assess and address the risks involved in its business.

# STRUCTURE, OPERATIONS & SUPPLY CHAINS

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## Structure

Savills (Aust) Holdings Pty Ltd controls the following trading entities:

- Savills (Aust) Pty Ltd
- Savills (NSW) Pty Ltd
- Savills (VIC) Pty Ltd
- Savills (QLD) Pty Ltd
- Savills (SA) Pty Ltd
- Savills (WA) Pty Ltd
- Savills (ACT) Pty Ltd
- Savills (TAS) Pty Ltd
- Savills Occupier Services Pty Ltd
- Savills Project Management Pty Ltd
- Savills Valuations Pty Ltd
- Savills Capital Advisory Pty Ltd
- Savills (NZ) Limited

For the purposes of the Act, Savills (Aust) Holdings Pty Ltd is the relevant reporting entity.

## Operations

In Australia, Savills offers the full spectrum of services from providing strategic advice to managing assets and projects, and transacting sales and leasing deals. Savills is an expert across the office, retail, industrial and residential sectors in the follows areas:

- Sales
- Leasing
- Valuation & Advisory
- Asset Management
- Project Management
- Occupier Services
- Property Accounting
- Facilities Management
- Capital Advisory
- Residential Sales
- Research

## Supply Chain

As a result of its business operations, Savills engages suppliers to provide goods or services. Savills' suppliers consist of consultants, contractors and service providers and each generally operate in the professional services, information technology, marketing, insurance or general consumable industries.

## RISK OF MODERN SLAVERY PRACTICES

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Savills' 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. Savills believes that the risk of modern slavery is low across its business, however, Savills maintains a risk-based approach to assess the likelihood of the existence of modern slavery in its supply chain. In particular, Savills accepts 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 Savills recognises that some of these third parties operate within different legal and cultural environments, Savills expects 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, Savills expects its third-party suppliers to conduct their business in full compliance with all applicable laws and Savills will only partner with organisations where it is confident that this is indeed the case.

## RISK MANAGEMENT

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### Risk Assessment & Due Diligence

Savills' standard terms of engagement for suppliers include an undertaking that the supplier will comply with all applicable laws, which includes the Act and all other relevant legislation.

Prior to engaging a supplier, Savills ensures that a risk assessment is completed which aims to identify individual risks associated with the supplier. Savills requests its suppliers to complete a self-assessment and if any concerns are identified, Savills will perform further investigations, or should it be necessary, cease to engage in further discussions with the particular supplier.

Furthermore, Savills maintains a comprehensive suite of policies designed to ensure its compliance with various legal and regulatory obligations. These policies are reviewed periodically which allows Savills to review or amend its approach if necessary. In the context of modern slavery, Savills has instituted an anti-slavery and human trafficking policy, procurement policy, corporate responsibility policy and a whistleblowing policy. Each of these policies play an important role in ensuring Savills' staff are aware of and are able to respond to the risks associated with modern slavery in its supply chain.

### Remediation

Savills understands that its ability to address the risks of modern slavery within the business is greatly improved by ensuring its staff have a thorough understanding of the associated social issues. With this in mind, Savills will continue to provide training to our staff on all applicable policies to help them develop the relevant knowledge that will aid in combatting modern slavery.

In circumstances where an instance of modern slavery is identified in Savills' supply chain, the remediation process is commenced. Savills is committed to the protection and preservation of human rights and Savills seeks to address any grievances in accordance with the United Nations Guiding Principles.



Savills has established procedures and mechanisms whereby employees and third parties can report any concerns regarding unethical conduct (including in relation to modern slavery). Savills is committed to maintaining a culture of openness, integrity and accountability and takes all allegations of wrongdoing extremely seriously.

## MEASURING EFFECTIVENESS

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Savills continually assesses the effectiveness of its due diligence and remediation processes by reviewing its compliance with its internal processes and policies. Savills acknowledges that this is a complex issue that presents a challenge to businesses around Australia and the rest of the world and is committed to ensuring all measures that it implements to combat modern slavery remain as efficient and effective as possible.

## CONSULTATION

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The directors of each of Savills' subsidiaries report directly to the Chief Executive Officer and Board of Directors. Savills aims to involve all of its stakeholders when addressing all types of social risk in its business operations and through this open and transparent approach, Savills remains committed to reducing the risk of modern slavery in its supply chains.

This statement was approved by the Board of Savills (Aust) Holdings Pty Ltd on 1 June 2023.

A handwritten signature in black ink, appearing to read "P. Craig", written over a light blue horizontal line.

Paul Craig

Chief Executive Officer

on behalf of the Board of Directors

**GLOBAL  
KNOWLEDGE.  
LOCAL  
EXPERTISE.  
WORLD CLASS  
ADVICE.**

**WE ARE SAVILLS.**

