

SIRIUS REAL ESTATE LIMITED

Modern Slavery Statement

This is a voluntary statement by Sirius Real Estate Limited (“SRE”) and its subsidiary undertakings (“Sirius” or the “Group”).

Our purpose is to ‘Empower business and unlock potential’. This includes acting in an ethical manner and treating people well throughout our business. We recognise that the repugnant practice of modern slavery is a reality in all societies, and that no business can assume it is insulated from its reach no matter how reputable the business.

We are committed to identifying and tackling the potential exploitation of vulnerable workers within our supply chain. We have adopted a risk-based approach, and will continually assess the adequacy of our anti-slavery measures to provide assurance that we are leveraging our influence to the greatest effect, where it is needed most.

While SRE is not subject to the UK Modern Slavery Act, we have chosen to make this Statement voluntarily. This Statement sets out how the Group is proactively addressing the risk of slavery and human trafficking within our supply chain during the 2020 calendar year, and has been approved by the SRE Board of Directors.



Andrew Coombs

Chief Executive Officer

30 March 2020

About Sirius

Sirius is the leading operator of branded business parks providing flexible workspace to the German SME market.

SRE is incorporated in Guernsey. The Group’s business is conducted entirely in Germany, while certain management and administrative activities take place in other countries.

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Telephone number: +44 1481 746024

Registered number: 46442

Our supply chain and the associated modern slavery risk is described below. While we assess this risk on the basis of the complete supply chain from raw materials to delivery, our programme focuses on first-tier suppliers of products and services to the Group.

Products and Services Received	Location	Risk
Architectural design and related project management services	Germany	Low
Building refurbishment services and materials	Germany	Medium
Building maintenance and facilities management services	Germany	Low
Office equipment and consumables	Germany, UK and The Netherlands	Medium
Short-term office space	Germany, UK and The Netherlands	Low
Catering and cleaning services	Germany	Medium
Utilities (direct supply only)	Germany	Low

We also outsource certain administrative functions and receive professional advisory services in several countries. We consider all these suppliers to be low risk.

Risk-based approach

There are two main sources of risk to our business which we seek to address through this Modern Slavery Statement:

The supply of products or materials –products or materials which have been produced overseas wholly or in part using bonded or forced labour. Where a risk to our business exists, we consider it is most likely to arise from the supply of specific building materials made in particular high-risk countries. We use reputable sources of information to help guide our risk assessments relating to these products and materials, such as Verité and the Global Slavery Index.

The supply of labour - services supplied in-country using slave or trafficked labour. We consider the sectors which carry a medium risk or higher are characterised by the following risk factors within the context of our business:

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Risk Factor	Examples
Vulnerable people groups	<p>Refugees.</p> <p>Low skilled/education workers.</p> <p>Workers with disabilities.</p> <p>Younger workers.</p> <p>Workers from institutionalised backgrounds.</p> <p>Homeless workers.</p>
Business models which use higher-risk practices	<p>Migrant labour.</p> <p>Short-term labour, including the gig economy.</p> <p>Excessive overtime.</p> <p>Workers paid in cash.</p> <p>Workers dependant for personal needs such as accommodation.</p>
Higher risk geographies	Workers from Eastern Europe, the Far East and Africa.

Based on these risk factors, we consider the sectors which may carry a risk to our business are most likely to be connected with building construction, catering and cleaning.

How we are dealing with risk

Awareness and training

We promote this Modern Slavery Statement to our employees, agents and principal suppliers once a year. For those employees and agents who are more closely involved in procurement and contract supervision, we give them modern slavery training once every two years.

In the spirit of wider awareness and education, we seek to engage in collaborative relationships with our suppliers, where mutual concerns over modern slavery are openly discussed and, where necessary, addressed constructively.

Due diligence

Before we consider appointing a new supplier for an activity which carries material risk characteristics, we use pre-screening techniques to understand whether the new supplier follows practices which are incompatible with this Statement. If we are not satisfied, we will not use that supplier.

Terms of Business

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Some of our suppliers are large multinationals where we are expected to contract on their standard terms. In these instances, we still seek to apply our limited influence by promoting this Modern Slavery Statement to them.

For all contracts based on our terms of business, we include standard clauses on anti-slavery and human trafficking. Should we have a particular concern, these clauses include the right to insist on a compliance audit or to terminate the contract.

Spot checks

For many of our suppliers, it is quite easy for us to carry out spot checks of their activities on site while conducting normal oversight. Where an employee or one of our agents has a concern about a supplier, they are required to notify the appropriate manager.

Monitoring and effectiveness review

Our anti-slavery programme is overseen by the Chief Executive Officer, and is kept under review by the Sustainability and Ethics Committee.

We carry out an annual review of the effectiveness of this Statement and the various measures we take to minimise the exposure of our business to modern slavery. We do this primarily by carrying out selective post-procurement and incident report reviews for compliance with this Statement.

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