

Modern Slavery Act 2015 Statement

PASCALL+WATSON LIMITED - Financial Year Ending 31 December 2025.

Introduction

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Pascall+Watson's slavery and human trafficking statement for the financial year ending 31 December 2025. It describes the steps taken by Pascall+Watson Limited during that financial year to address the risk of modern slavery in its business and supply chains.

Pascall+Watson is committed to acting ethically and with integrity in all our business relationships. We have a zero-tolerance approach to modern slavery and are committed to implementing and enforcing effective systems and controls to ensure it is not taking place anywhere in our business or supply chains.

Organisation and Supply Chains

Pascall+Watson Limited is an RIBA Chartered Architectural practice with an office at The Warehouses, 10 Blackfriars Lane, London, EC4V 6ER, United Kingdom.

Pascall+Watson is an architectural practice with comprehensive experience of providing services internationally at all design stages and is a recognised expert in designing and executing complex buildings.

The firm employs around 245 staff across its offices in London, Abu Dhabi and Ireland.

As a professional services firm, our primary resource is our people. We consider the risk in our direct operations to be relatively low but recognise that risks may arise in our extended supply chain, particularly in relation to construction materials we specify and contractors we work alongside.

Our supply chain is typical of an architectural practice and includes professional design and management consultants, building design engineers, quantity surveyors, CDM advisers, office material suppliers, IT service providers, printing and model-making services, and office facilities management including cleaning contractors.

Policies

Our internal policies including those on equal opportunities, health and safety and anti-bribery and whistleblowing reflect our commitment to acting ethically and with integrity. All staff are expected to report any concerns about modern slavery, and all suppliers must confirm their

Confidentiality

LABEL: Public

LEVEL: Low

compliance with the Modern Slavery Act 2015. We are accredited as a Living Wage Employer and conduct right-to-work checks for all employees.

Pascall+Watson maintains a Code of Professional Conduct aligned with RIBA standards that requires ethical business practices and compliance with all applicable laws. The firm's employment policies establish a zero-tolerance approach to modern slavery and human trafficking for staff. Relevant requirements are also applied to consultants and suppliers through the firm's supplier and contractual processes.

Due Diligence

Pascall+Watson conducts annual reviews of its supply chain. New suppliers and consultants complete pre-qualification questionnaires that address modern slavery compliance. The firm prioritises suppliers with relevant certifications and requires declarations from key partners. Standard contract terms include anti-slavery clauses, flow-down requirements to sub-tier suppliers, and the right to terminate relationships for non-compliance. Pascall+Watson reviews consultant and contractor modern slavery statements where applicable and incorporates labour standards into project monitoring procedures and sub consultant agreements.

The firm monitors and reviews supplier contracts, including termination provisions that may be used where the supplier is, or is suspected to be, involved in modern slavery.

Risk assessment and management

As an architectural practice, Pascall+Watson's direct operations present low risk. However, we recognise indirect risks in our supply chain, particularly in construction materials specification and contractor labour practices. We address these through careful supplier selection and material specification standards as part of our architectural design processes

We are committed to continuous improvement in combating modern slavery through:

- Ethical material specification and supplier vetting
- Being selective of suppliers and their supply chains
- Engagement with accredited service providers
- Continuous review of all policies in line with ISO 9001 accreditation
- Training all staff on how to identify and manage risks associated with modern slavery

Training

All staff receive modern slavery awareness training during induction. Annual refresher training is provided to ensure ongoing awareness. During the reporting period, 100% of staff completed required training.

Effectiveness

Pascall+Watson monitors supplier compliance, staff training completion, and the proportion of ethically certified materials specified.

During the reporting period, all key suppliers provided compliance confirmations, and all of staff completed training during the reporting period.

No modern slavery concerns were reported during the reporting period.

Approval

This statement has been approved by the Board of Directors of Pascall+Watson on 23rd October 2026 and represents the firm's commitment to combating modern slavery and human trafficking. Pascall+Watson will continue to review and update its approach annually, working towards greater transparency and effectiveness in addressing these critical issues.



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Signed by: Daniel Cunliffe

Title: Managing Director

Date: 23.10.26