

Teighmore Limited

Teighmore Limited Modern Slavery and Human Trafficking Statement – 2024

This Modern Slavery Act statement is published in accordance with the Modern Slavery Act 2015 and sets out the steps taken by Teighmore Limited (“Teighmore”) to prevent modern slavery and human trafficking in our business and our supply chains. The statement is reviewed and updated annually.

About Teighmore

Teighmore is an investment company that is part of a Real Estate Investment Trust that owns The Shard in London Bridge through a long lease. The company has managed the iconic, multi-use property on a commercial basis since it was completed in 2012 (the residential apartments were leased at that time to a sister company which manages the residences). Teighmore / The Shard are an integral part of the successful regeneration of London Bridge as a vibrant and busy element in the UK’s capital city. Teighmore works actively with local partners. The company’s activities are focused on its sole property interest in The Shard including fostering and protecting the brand image, letting and marketing, managing the building and undertaking replacement and investment works to ensure it remains best in class, safe, and attractive to tenants, visitors and passers-by. Through its agent, Real Estate Management UK Limited (a related party) Teighmore enters into leases with tenants and contracts for goods and services to operate, maintain and improve The Shard.

Teighmore’s Commitment

Teighmore is committed to upholding the Modern Slavery Act across our business.

We oppose all forms of modern slavery and human trafficking as crimes violating human rights and dignity.

We recognise that modern slavery can be disguised, difficult to identify and complex, and is often linked to other criminal activity such as corruption.

We take active measures to ensure that criminal activities including modern slavery, forced labour and human trafficking do not happen within our business, our operations, and our supply chains.

Our Policies Include:

- A Code of Conduct prohibiting any form of slavery or human trafficking within our organisation.
- A Supplier Code of Conduct, which our suppliers must agree to, including provisions against modern slavery and human trafficking.
- Engagement with new suppliers ensuring they understand and comply with our Supplier Code of Conduct.
- Verification that new employees and contractors are eligible to work and are not coerced or exploited.
- A commitment that Teighmore pay wages of at least the London Living Wage.
- A requirement that suppliers should pay the National Living Wage (or London Living Wage, where relevant).
- An anti-bribery and corruption policy.
- A commitment to training staff about the Modern Slavery Act.
- A confidential whistleblowing facility encouraging reporting of malign activity including suspicion of modern slavery or human trafficking.

Risk Assessment and Management:

Some parts of our business and supply chains have a higher risk of modern slavery and human trafficking and we manage such risks by:

- Focusing on risk-based monitoring and assurance of compliance.
- Seeking to improve transparency within our supply chains.

First Floor, Liberation House, Castle Street, St Helier, Jersey, JE1 1GL
Company number: 72871

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Supply Chain Due Diligence:

We monitor suppliers and supply chains including reasonable due diligence to identify and mitigate risks of modern slavery and human trafficking including:

- Assessing the modern slavery risks associated with our suppliers.
- Engaging with suppliers operating in high-risk sectors.
- Seeking confirmation from relevant suppliers of compliance with modern slavery and human trafficking laws.
- Reserving the right to investigate if we have concerns and expecting active cooperation in relevant cases.
- Requiring appropriate improvements if any shortfall is found in a supplier's policy, procedure, or commitment to ethical behaviour.
- Reporting suspected violations of the Modern Slavery Act to the authorities.

Effectiveness and Performance Indicators:

We measure the effectiveness of our policy and procedures by:

- Monitoring for any reports indicating modern slavery practices in our business and supply chains.
- Investigating any suspicions of breaches of policy or procedure.
- Arranging prompt and Independent professional investigation of whistleblowing reports.
- Implementing the findings of investigations.

Training & Awareness

- We are committed to continuously improving our approach to ethical behaviour including the prevention of modern slavery practices.
- We regularly review our policies, procedures, and due diligence practices, and we publish any consequent updates and inform our employees and other affected persons.
- Teighmore ensures the facilitation of training through trusted third parties to provide accessible, high quality mandatory training to all employees.
- Training includes what the law says, our standards of behaviour, what modern slavery or human trafficking might look like, what to look out for, and how to report concerns.

Leadership Commitment

This statement is approved on behalf of the board of Teighmore Limited who, by signing below, confirm the company's commitment to mitigating the risk of modern slavery within its own operations and that of its supply chain.

This Modern Slavery Act Statement is reviewed annually and published on our website in accordance with the requirements of the Modern Slavery Act 2015.

Signed  Signed by:
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Date 28 November 2024

Giovanni Fumagalli - Director -Teighmore Limited

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