

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

Guicciardini & Magni Architetti Studio Associato is an architectural firm based in Florence, Italy, specialized in cultural heritage within the fields of Architecture, Architectural Restoration, Museum and Interior Design in Italy and abroad.

The Italian legislative system on labour issues is mainly represented by the *Constitution* (Artt. 35-41) and the *Workers' Statute* (Law n. 300 of 20 May 1970, which contains "*Regulations on the protection of the freedom and dignity of workers, trade union freedom and trade union activity in the workplace and rules on employment*"). In Italy trafficking in human beings has been expressly punished in our legal system. The last law is *L. n. 228 of 2003*.

At Guicciardini & Magni Architetti we take our responsibilities regarding Modern Slavery and Human Trafficking very seriously; we align our work and our business with the UN Sustainable Development Goals (SDGs) 5 – Gender Equality, 8 – Decent Work and Economic Growth and 16 – Peace, Justice and Strong Institutions which seek to end Modern Slavery and Human Trafficking.

Our business, structure and supply chains

Guicciardini & Magni Architetti is composed up by 7 architect partners, 30 architect collaborators, 1 administration employee.

Given the nature of Guicciardini & Magni Architetti's project-related activities and design consultancy services, the risk of modern slavery regulatory breaches within our supply chain is assessed as low.

Our supply chains primarily involve contracting with corporate suppliers for the procurement of sub-consultants and intangible assets such as computer software or licenses, as well as office-related goods, equipment, and services to ensure the health, safety, and well-being of our collaborators.

When engaging sub-consultants and suppliers of services and equipment for our offices, is mandatory for us to establish contractual terms that mandate compliance with Modern Slavery and Human Trafficking legislation.

This statement affirms Guicciardini & Magni Architetti's commitment to collaborating with our supply chain, including clients, partners, collaborators, sub-consultants, and other suppliers, to ensure that modern slavery is eradicated from our operations.

Due diligence and risk assessment

In terms of due diligence and risk assessment, we have established procedures to verify the identity of new collaborating architects and ensure that they receive payment into a personal bank account under their name. We also guarantee that the fees paid to our collaborators nationwide are fair and comparable, adhering to local average wage standards.

Moreover, we have a whistleblowing policy aimed at encouraging and safeguarding anyone wishing to report concerns about misconduct within our firm, including instances of modern slavery and human trafficking.

Although we acknowledge the heightened risk of modern slavery within the construction industry, we typically do not have direct or indirect supply agreements with construction business. These entities usually contract directly with our clients rather than with us, resulting in a low sector risk for our firm. However, as architects, we are involved in contract awards and oversee construction sites with different degrees of responsibility. We collaborate with local suppliers to ensure that anti-slavery and human trafficking policies are integrated into tender requirements and site practices by contractors.

To this end, we primarily partner with well-established and reputable organizations and conduct thorough due diligence on our sub-consultants to ensure alignment with our commitment to these policies.

Training

To ensure a true understanding of the risks associated with modern slavery and human trafficking within our supply chains and operations, we conduct training sessions for our collaborating architects. All new collaborators are required to review this policy as part of their onboarding process.

Approval

The seven architect partners of Guicciardini & Magni Architetti shall assume responsibility for implementing this policy statement and its objectives. They shall allocate adequate resources to ensure that slavery and human trafficking are not occurring within the firm or its supply chains. We are committed to continuously monitoring and reviewing our policy regarding slavery and human trafficking.

Following a review of the effectiveness of the measures taken to eradicate slavery and human trafficking from our supply chains, we are confident in the adequacy of our procedures. Nevertheless, we will persist in monitoring and reviewing our policy and procedures to maintain their ongoing effectiveness.

This statement serves as our slavery and human trafficking statement for the current year.



Date of approval: 8th January 2024