

# Equal Rights and Fair Employment

(Equal Rights, Ethnicity, Age, Modern Slavery)

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## Company Policy

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## CONTENTS

1. Policy Aims
2. Policy Scope
3. Policy in Practice
4. Policy review

Revision	Date	Updates	Owner
1	26/05/2022	Initial issue	AS

## **1. POLICY AIMS**

At Turo Architects we are committed to equality of opportunity for all existing and potential employees irrespective of age, colour, disability, ethnic or national origin, marital status, nationality, race, religion, sex, sexual orientation, or other considerations not justified in law which are irrelevant to the performance of the job.

This commitment applies to the treatment of employees in all situations and also to the clients and suppliers we work with.

## **2. POLICY SCOPE**

- This policy applies to all employees, agency staff, contractors, consultants, or any person working on behalf of Exception, and our clients and suppliers.
- All employees are expected to be aware of and comply with this policy and are responsible for meeting these commitments and for raising any concerns or ideas for improvement.
- Managers are responsible for applying the policy and ensuring that any issues are dealt with swiftly

## **3. POLICY IN PRACTICE**

### **3.1 FAIR LABOUR STATEMENT**

- Turo Architects has an inclusive environment that is based on the selection and retention of employees based on individual ability and achievement, where anyone has the opportunity to develop their full potential. This positive approach to promoting diversity is a key element of its strategy for success as an inclusive employer, and a service provider of choice.
- At Turo Architects we understand the importance of our most valuable assets – our employees, clients and suppliers and we work towards ensuring that equality of opportunity is embedded within our policies, practices, and procedures.
- We are committed to the principles of equality of opportunity in employment and customer experience. We endeavour to ensure that no employee, customer, contractor and/or visitor suffer any discrimination, nor are they disadvantaged due to age, colour, disability, ethnic or national origin, marital status, nationality, race, religion, sex, sexual orientation, or other considerations not justified in law which are irrelevant to the performance of the job.

## **3.2 HUMAN TRAFFICKING AND MODERN SLAVERY STATEMENT**

- At Turo Architects we conduct our business with integrity, transparency, and fairness. We are committed to the prevention of slavery and human trafficking both in our business and in our supply chains. We procure goods and services in a sustainable and ethical manner in compliance with our values and relevant law and policy, including the Modern Slavery Act 2015.
- We do not accept slavery or human trafficking in our business, and we will not work with others who do not share our commitment to preventing slavery and human trafficking

## **3.3 DUE DILIGENCE IN OUR SUPPLY CHAIN**

We have reviewed and will continue to review our supplier list and conduct risk assessments of our supply chains. This supports our commitment as far as is possible, to ensure that slavery and human trafficking is not occurring in any part of our supply chain

## **3.4 IMPLEMENTATION PROCESS**

- All staff have confirmed that they have read and understood this Policy.
- Any policy breaches are reported within a reasonable time of occurring.
- Any policy breaches are assessed within a reasonable time of being reported and further investigations concluded as soon as possible thereafter.

We will continue to monitor the effectiveness of our compliance regime and take necessary steps to address any instances of discrimination.

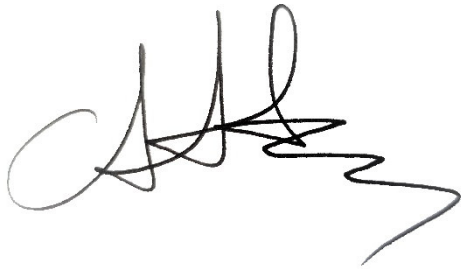
In parallel with this Policy, it is important to develop a culture within the firm which does not tolerate discrimination and is not complacent about the associated risks. Through our good business practices and HR policies, we believe that we have established such a culture.

Turo Architects is committed to positively fostering this culture across the company through training, education, and awareness initiatives.

## **4. POLICY REVIEW**

The policy is to be reviewed annually as a minimum with the next review date being no later than May 2023.

**SIGNED:**

A handwritten signature in black ink, appearing to be "Alex Stoian", written over a horizontal line.

**Alex Stoian** ARB, RIBA  
Director  
For and on behalf of Turo Architects Ltd.



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