



INTRODUCTION

Tishman Speyer does not and will not tolerate slavery, servitude or forced or compulsory labour (collectively referred to in this statement as “modern slavery”) or human trafficking in any form. This statement outlines the steps Tishman Speyer has taken and is taking to assess and mitigate the risk of modern slavery and human trafficking taking place within its UK business and as part of its supply chains.

THE MODERN SLAVERY ACT 2015 (the “MSA 2015”)

The MSA 2015 is a UK government-led initiative that came into force in October 2015. It sets out measures that organizations such as Tishman Speyer must adhere to in the UK in a drive to eliminate modern slavery and human trafficking within the workplace.

Under section 54(1) of the MSA 2015, as of 31 March 2016, large organizations within the UK must publish a public modern slavery and human trafficking statement.

OUR BUSINESS

Tishman Speyer offers an integrated platform for global real estate expertise that serves the needs of organizations across the world, and is a leading real estate developer and owner. Each project is managed as a stand-alone business, with our development, construction, investment and property management teams working cohesively to ensure that we create enduring value around the world. Tishman Speyer’s longstanding and reputable presence in key markets across the world is underpinned by highly-experienced teams, who are not only experts in their fields, but experts within their respective markets. Tishman Speyer’s global footprint extends across the West in Europe, Brazil, North and Latin America, and in the East in India and China.

OUR UK SUPPLIERS

Our UK suppliers fall into two key categories - corporate suppliers and property suppliers, both of which are addressed in further detail below.

Corporate Suppliers

In the financial year ending 31 December 2016, nearly 20 organizations fell into the category of “corporate supplier”, that is, a company which supplies goods or services to Tishman Speyer’s UK offices and its associated UK corporate functions. Our corporate suppliers include (but are not limited to) external legal advisors, accountants, personnel advisors, office cleaning suppliers and other office-related goods and service providers.



Property Suppliers

In the financial year ending 31 December 2016, over 280 organizations fell into the category of “property supplier”, that is, a company which supplies goods or services to Tishman Speyer in its capacity as a UK property developer, owner and manager. Our property suppliers include (but are not limited to) construction, technical, engineering, cleaning, manned security and general building contractors.

OUR COMMITMENT TO TACKLING MODERN SLAVERY AND HUMAN TRAFFICKING

Tishman Speyer’s guiding principles are underpinned by the need to treat everyone with respect and civility. For that very reason, and as a responsible business which sets itself to the highest standards, Tishman Speyer does not, and will not, tolerate modern slavery or human trafficking within its UK bases or as part its supply chains.

In keeping with the principles described above, a senior committee was formed during 2016 comprising representative members from Tishman Speyer’s UK Legal, Compliance, Property Management, Design & Construction and Human Capital Management teams.

WITHIN OUR BUSINESS

During 2016, the committee conducted a review of Tishman Speyer’s UK internal policies (including its UK employee handbook and procurement processes). In particular, it considered and assessed the extent to which the organization is exposed to modern slavery and human trafficking within the workplace.

Due to our internal controls, including but not limited to personnel selection and recruitment, UK right to work, and compensation, it was concluded that Tishman Speyer’s UK exposure to modern slavery and human trafficking within the workplace is low.

However, the committee will continue to monitor the organization’s processes on a regular basis and, where necessary, will take action to mitigate any potential risk that it identifies.

WITH OUR UK SUPPLIERS

During 2016, the committee also undertook an extensive review of Tishman Speyer’s UK corporate and property suppliers. A list of Tishman Speyer’s UK suppliers was compiled and reviewed as part of a supply chain and vendor risk assessment exercise. The committee assessed and ranked each UK supplier’s potential exposure to modern slavery and human trafficking using a risk assessment methodology.



Taking account of the findings from the risk assessment exercise, the committee concluded that Tishman Speyer's exposure to modern slavery and human trafficking within the UK as part of its supply chains is low.

The committee will continue to monitor and risk assess Tishman Speyer's UK suppliers.

CONCLUSION

Tishman Speyer will continue to monitor its exposure to modern slavery and human trafficking risks within the UK, both within the workplace and as part of its supply chains. In instances where increased risk is identified, Tishman Speyer will seek to implement measures to ensure that such risk is mitigated, if not eradicated.

This statement constitutes Tishman Speyer's modern slavery and human trafficking statement for the financial year ending 31 December 2016.

Michael B. Benner

Vice President and Secretary of Tishman Speyer Properties UK, Ltd.