

## Modern Slavery and Human Trafficking Policy

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 Ethical Conduct Policy, our Business Integrity Code of Practice and our Supplier Code of Conduct act in support of this Policy.

### Aims

Strive for fair and honourable dealings throughout our supply chain and operations.

Raise awareness of modern slavery and how it may manifest in our supply chain.

### We will

Assess and manage risks in our supply chain and perform due diligence on our supply chain in line with risk profiling.

Provide members with guidance, education and training.

Provide mechanisms for concerns related to modern day slavery to be reported confidentially and prohibit retaliation.

Set clear supplier expectations; require compliance with Arup policies (including the Supplier Code of Conduct).

Report our key performance indicators on our activities, and the effectiveness of our measures in an annual Modern Slavery and Human Trafficking Statement.

### Governance

This Policy is set by Arup Group Limited Board and implemented across all Arup operations through policy, procedures, management systems and learning.

It is reviewed and approved annually, or more frequently if appropriate.

The Executive Board acts to ensure that the aims set out in this policy are being achieved, while fulfilling applicable legal, regulatory, and other requirements.



Jerome Frost  
CEO, Arup Group Limited  
April 2026

“...we should act honourably in our dealings with our own and other people.... Humanitarianism also implies a social conscience, a wish to do socially useful work, and to join hands with others fighting for the same values.”

Ove Arup, 1970