

CBRE Slavery and Human Trafficking Statement

March 2018

CBRE's multi-billion-dollar global supply chain is critical to our success. We expect all our suppliers to adhere to our [Global Supplier Code of Conduct](#) and to provide services in a responsible manner. We have a zero-tolerance approach to modern slavery and are committed to consistently reviewing and strengthening our processes and systems to minimize the risk of human rights infringements anywhere in our supply chain.

Summary

CBRE Group, Inc. (NYSE: CBRE), a Fortune 500 and S&P 500 company headquartered in Los Angeles, is the world's largest commercial real estate services and investment firm (based on 2017 revenue). The company has more than 80,000 employees (excluding affiliates), and serves real estate investors and occupiers through approximately 450 offices (excluding affiliates) worldwide. CBRE offers a broad range of integrated services, including facilities, transaction and project management; property management; investment management; appraisal and valuation; property leasing; strategic consulting; property sales; mortgage services and development services. Please visit our website at www.cbre.com.

This statement has been written in accordance with the requirements of the UK Modern Slavery Act (2015). The Act requires that businesses with a turnover of more than £36 million disclose information regarding their policies and actions over the financial year to eradicate modern human slavery and trafficking from their operations and supply chain. This is CBRE Group's second annual statement on slavery and human trafficking. Our first statement was published voluntarily ahead of the statutory commencement of the reporting requirement.

In the past year, we have made progress in mapping our supply chain processes across our business; strengthening our supplier onboarding measures; and raising awareness of modern slavery through our supplier portal and regular CBRE Supplier events. These changes are underpinned by our Responsible Supply Chain Group, made up of key personnel from all parts of our business. CBRE fully supports the aims of the UK Modern Slavery Act, as well as other related and emerging legislation. We are committed to continuing to improve our processes to combat the risk of slavery and human trafficking in our business and supply chain. More information is included below.

CBRE's 2017 UK Supplier Event

In October 2017, over 500 suppliers, 400 clients, and 900 of our staff attended CBRE's 2017 UK CBRE Supplier Event where the Rt. Hon. Fiona MacTaggart (MP 1997-2017) gave a speech on Modern Slavery. Fiona MacTaggart highlighted the importance of the legislation and action from businesses required to help combat modern slavery. She commended CBRE's first annual statement for integrating our commitment to address modern slavery with our company values, and urged other businesses to do the same. Watch the full film [here](#).

Our commitment to addressing modern slavery

Our [RISE values](#) - Respect, Integrity, Service, Excellence - continue to be instrumental to our success, helping to set a culture that enables CBRE to be not only profitable, but to fulfil our wider responsibilities as a corporate citizen. CBRE also has a specific [Global Human Rights Policy](#) which commits us to respecting human rights and working with business or associate organizations that uphold the same ambition and operate in line with standards in this and other legislation.

Below are the specific steps we take across our business to ensure that slavery and human trafficking is not taking place, and that we meet requirements upon us in line with relevant legislation.

- We require our suppliers to comply with [CBRE's Global Supplier Code of Conduct](#). This is primarily based on the ten principles of the United Nations Global Compact, and covers Human Rights, Work Practices, Anti-

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Corruption and Environmental Practices. We have established expectations on supplier business conduct relating to how goods and services are provided to us and our clients. Suppliers receive this policy during our onboarding process for acknowledgement before any work is undertaken.

- We expect our suppliers to uphold the principles of our own [Standards of Business Conduct](#) (SOBC) which all our employees certify compliance with annually. We also require suppliers to notify us of any breaches if they become aware of any occurrence.

Additional measures

- In the UK, all existing and new suppliers receive a copy of the Global Supplier Code of Conduct. We track all responses and retain all Supplier Agreements. Where necessary we will obtain assurance of adherence to the obligations set out above.
- In 2017, we also implemented additional onboarding and security measures in the UK. For example, where we support occupier clients we have stepped up our right-to-work checks. As well as photo identification, staff must be added to an organogram and regular and random personnel checks are carried out.
- In addition to internal escalation procedures, we operate an independent, confidential and multi-language [Ethics Helpline](#) which is available to any employee who suspects or is aware of modern slavery in the supply chain, and this helpline is available to employees of our suppliers and clients.
- In 2018, we plan to implement a 'red flag' campaign across our occupier clients so staff or line managers can more easily identify and escalate suspicious behavior. For example, where staff may be working out of job scope.

Training and awareness

- It is important to us that we raise awareness not just with our staff, but within our supply chain. Modern Slavery and our Supplier Code of Conduct is now addressed at our supplier events and meetings. In 2018/19 we will look to enhance our existing processes to leverage further and more regular communication on modern slavery with our suppliers.
- In 2018/19 we will continue to promote wider awareness and understanding of Modern Slavery to staff, our suppliers, as well as implementing compulsory training for key personnel.

External recognition

- In 2017, we were named to both the FTSE4Good Index and the Dow Jones Sustainability Index (North America), acknowledging our leadership in environmental, social and governance policies and performance around the world. We were also named, for the fifth year in a row, to Ethisphere Institute's list of ['World's Most Ethical Companies'](#). Our [annual Global Corporate Responsibility report](#) outlines some significant accomplishments over the last year.

Internal accountability

- The Audit Committee of the Board of CBRE Group, Inc oversees CBRE's Ethics and Compliance function and meets regularly with the Chief Ethics and Compliance Officer (CECO).
- The CECO is responsible for maintaining, developing and reviewing CBRE's policies and procedures for this topic. This approach is mirrored across our regional governance structure, with Regional and Country Compliance Officers (CCO) managing and supporting their respective geographic responsibilities.
- CBRE maintains an independently overseen reporting process for ethics and compliance issues, including for reporting any slavery and human trafficking concerns. This includes a process for informing senior management about allegations of slavery and human trafficking, periodic internal reports as well as details about key investigations that are in progress or completed.

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If you have an ethics or legal concern, please [click here](#) for more information. This statement will be renewed each financial year and is signed on behalf of CBRE.



22nd March 2018

Martin Samworth
Group President and Chief
Executive Officer - EMEA

Date