

Human Rights Commitment Statement

Chalk Architects is proud to operate as a force for good. We believe that exceptional architecture should elevate communities and protect the people who design, build, and experience the spaces we create.

We are committed to respecting internationally recognised human rights across our own studio operations, our supply chain, and our project life cycles. In alignment with our principles, this commitment is formally guided by the following international frameworks:

- ▶ The UN Guiding Principles on Business and Human Rights (UNGPs)
- ▶ The Universal Declaration of Human Rights / International Bill of Rights
- ▶ The ILO Declaration on Fundamental Principles and Rights at Work
- ▶

As a UK-based practice, this policy operates alongside our compliance with applicable UK legislation, including Modern Slavery Act 2015 and the Equality Act 2010.

Our Core Commitments:

Dignity, Equity and Inclusive working

- ▶ We are committed to providing a safe, respectful, inclusive and non-discriminatory working environment for all employees and people working with Chalk Architects.
- ▶ We support equal opportunity and fair treatment regardless of protected characteristics or other personal circumstances. We are committed to fair and equitable pay and to supporting the health, wellbeing and mental health of our people.
- ▶ We respect the rights of workers to raise concerns, to participate in dialogue concerning their working conditions and, where applicable, to exercise their rights to freedom of association and collective bargaining

Responsible Procurement and Supply Chain

- ▶ We expect our suppliers, contractors, consultants and other business partners to uphold standards consistent with our commitment to human rights.
- ▶ We conduct proportionate human-rights and modern-slavery due diligence when appropriate to the nature and risk of our relationships and projects. We seek to identify, prevent and address risks including forced labour, human trafficking, child labour, exploitation, discrimination and unsafe working conditions within our supply chain.
- ▶ Where concerns are identified, we seek appropriate corrective action and may review or reconsider relationships where serious issues are not adequately addressed.



Chalk Architects Ltd
First Floor, 1a Wine Street
Devizes
Wiltshire
SN10 1AP

hello@chalkarchitects.co.uk
www.chalkarchitects.co.uk
Tel: 01380 819270

Company No: 14275586
VAT No: 427 5468 73
RIBA Practice: 20035647



Community and Ethical Impact

- ▶ We recognise that our architectural work can affect communities, workers and other stakeholders.
- ▶ We therefore seek to promote inclusive, accessible and socially responsible design and to engage appropriately with stakeholders affected by our projects. Where reasonably practicable, we consider potential social, economic, environmental and human-rights impacts when developing and delivering our work.

Access to Remedy, Feedback and Whistleblowing

- ▶ We provide channels through which employees, contractors, consultants, suppliers, project stakeholders and other relevant third parties can raise concerns relating to human rights, ethical conduct or working practices.
- ▶ Concerns can be raised confidentially where appropriate and will be treated seriously and investigated proportionately. We do not tolerate retaliation against anyone who raises a genuine concern in good faith.
- ▶ Where an adverse impact or breach is identified, we seek to take appropriate corrective or remedial action.

Responsibility and Continuous Improvement

- ▶ This commitment applies to all employees and, where relevant, the sub-consultants, contractors, suppliers and partners with whom Chalk Architects works.
- ▶ Responsibility for implementing this commitment sits with the senior leadership team, supported by relevant employees and project teams.

We will review this statement periodically and update our approach where necessary to reflect changes in our operations, applicable legislation, recognised good practice and identified human-rights risks.

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