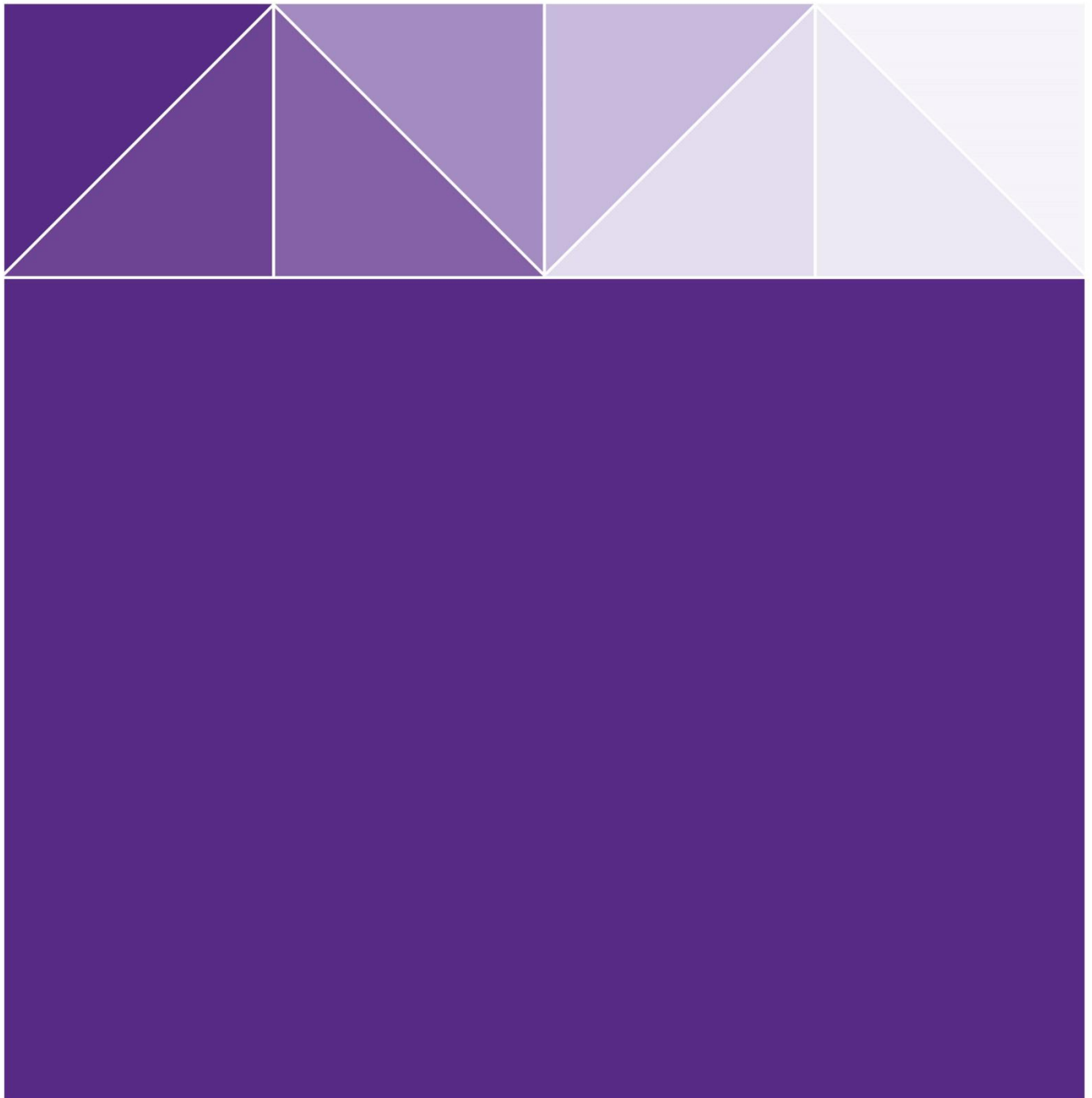


# Modern Slavery Act

Compliance Statement 2016



## **Introduction**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2016.

Modern slavery is a crime and a violation of human rights. It takes various forms, including slavery, servitude, compulsory labour and human trafficking for exploitation and can have a significant adverse impact on individuals, families and communities across the world.

## **Organisation Structure**

Longhurst Group heads a group of entities undertaking a range of community and social activities, including housing, regeneration, community development, and care and support services. We employ almost 1,000 staff. We operate in more than 45 local authority areas across the Midlands and East of England, we own and manage over 18700 homes. Our annual turnover is £113m.

## **Compliance**

The Group has a zero-tolerance approach to modern slavery. Our Modern Slavery Policy is communicated to all employees, suppliers, contractors and business partners.

A copy of our policy is available on our website.

The Group Board and Executive Leadership team have overall responsibility for ensuring Longhurst Group complies with our legal and ethical obligations and that our Policy is implemented effectively.

As we operate solely with the UK we are at a low risk of exposure to slavery and human trafficking. Our key area of risk lies in our relationships with supply chains - suppliers, contractors and business partners. However, we also recognise our responsibilities as an employer of nearly 1,000 permanent, reserve and temporary staff.

As a supplier of services to individuals and communities we recognise slavery and human trafficking as a potential risk and address it through our Safeguarding Policy.

## **How we manage the risks**

### **Supply chain**

Our zero-tolerance approach to modern slavery will be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

We will undertake appropriate due diligence when considering taking on new suppliers, contractors and business partners, and regularly review our existing suppliers, contractors and business partners.

We will implement a Supplier Code of Conduct. This will require all suppliers, contractors and business partners to confirm in writing their compliance with the Modern Slavery Act 2015 and include relevant clauses in any contracts or agreements.

Serious breaches of our supplier code of conduct will result in the termination of the business relationship.

### **Staff**

We will only use reputable employment agencies and we will always verify the practices of any new agency before engaging staff from it.

Employees are required to avoid any activity that might lead to, or suggest, a breach of this Policy. Employees will be encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our organisation or supply chains at the earliest possible stage.

### **Training and awareness**

We will provide training on our Policy; any associated processes; and the potential risks we face. This will be included in core induction for new staff and will also be available for existing staff at regular intervals.

We will communicate our Policy and action plan to all employees, suppliers, contractors and business partners.

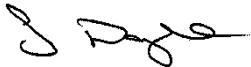
### **Next steps**

Following a review of the effectiveness of the policy we intend to take the following steps:

- Implement our Policy in full.
- Prioritise risks
- Agree a Code of Conduct with suppliers and review contractor and supplier contracts.
- Monitor and record any incidents or allegations across our supply chains.
- Provide continued support and training to all employees on our Modern Slavery Policy.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's modern slavery and human trafficking statement for the financial year ending March 31st 2016 as approved by the Board.

Signed on the Board's behalf by:



Julie Doyle  
Chief Executive