



Anti-Slavery and Human Trafficking Statement

Our anti-slavery and human trafficking statement reflects our commitment to acting ethically and with integrity in all our business relationships.

We have responsibility under the Modern Slavery Act (MDS) 2015 to ensure transparency in the provision of all our goods and services. We will seek to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

Progress

Since the last statement, we have:

- become affiliated with TISC (Transparency In Supply Chains) including access to an MDS helpline
- published our statement on the central registry for business transparency as endorsed by the Home Office
- included those entities that meet the statutory criteria as set out by the Home Office with an annual turnover of over £36m
- created links to our MDS on our other external websites
- continued to train staff on safeguarding which includes an introduction to MDS awareness
- increased strategic awareness of MDS and reporting at Boards of A2Dominion and its relevant legal entities
- completed an initial risk assessment across our business and supply chains.

For 2019/20 we intend to improve our approach by:

- carrying out a review of our safeguarding training to make the MDS more robust
- promoting our newly acquired MDS helpline
- carrying out in-depth reviews of areas identified by the initial risk assessment, supported by an improvement plan
- embedding our Anti-Modern Day Slavery activities within our emerging Corporate Plan 2020-25.

Supply Chain

A2Dominion procures services and products directly and through our partnerships and contractual relationships with other suppliers and agencies. These are sourced from the UK, Europe and beyond. A2Dominion does not wish to support or deal with any business that is knowingly involved in slavery or human trafficking in any part of its operations.

To that extent, A2Dominion continues to include within its tender documentation, a requirement for potential suppliers to provide a statement of assurance regarding its procedures and practices around modern slavery.

A2Dominion will continue to review its procurement policies regarding tenders and contracts to ensure they reflect best practice and to mitigate against the risk of modern slavery.

Employees

We are committed to ensuring that our employees and workers are not subject to any form of servitude, forced, compulsory or bonded labour. Employees will have the freedom to leave freely and without threat to themselves or their family.

All our employees will be treated fairly and equally. We regularly review all our terms of employment to ensure that they comply with all relevant legislation.

As an employer we are committed to paying the national living wage as a minimum and regularly review our terms of employment to ensure they comply with all relevant legislation. Employees are provided with clear and transparent information about rates of pay, hours worked and legal deductions.

Policies

All our policies are reviewed on a regular basis to ensure that they reflect anti-slavery and human trafficking best practice and to mitigate against risks. Relevant key policies include, but are not limited to:

- Corporate Code of Conduct
- Procurement Manual
- Recruitment & Selection
- Safeguarding Adults
- Safeguarding Children
- Whistleblowing.

Declaration

This statement is made under section 54(1) of the Modern Slavery Act 2015. It constitutes our Group's slavery and human trafficking statement for the financial year ending 31st March 2019.

This statement is reviewed and updated on an annual basis and has been approved by A2Dominion's Group Board. It applies to A2Dominion Housing Group Ltd and its relevant subsidiaries, including Green Man Lane LLP (joint venture with Real Ealing Ltd), Keybridge House LLP (joint venture with Mount Anvil) and A2Dominion Developments Ltd, all of which have a turnover in excess of £36m for the year to 31st March 2019.



Darrell Mercer
Group Chief Executive

24 July 2019