

## Modern Slavery and Human Trafficking Statement

The Modern Slavery Act requires the publication of a statement setting out how we address potential slavery and human trafficking risks within our business and supply chain. This statement sets out Thames Valley Housing's position at 31 March 2018.

We are committed to preventing slavery and human trafficking in our operations, and we confirm that, to the best of our knowledge, there is no slavery or human trafficking within our business or supply chain.

### Organisational structure and supply chains

Thames Valley Housing Association is the parent company of the Group which includes Thames Valley Charitable Housing Association, Opal Land LLP, Fizzy Services Management and Evolution Woking. The Group operates within the social, affordable, private sale and market rent housing sectors. Thames Valley Housing and its subsidiary, Thames Valley Charitable Housing Association are Community Benefit Societies and are Registered Providers of housing regulated by the Regulator of Social Housing. Thames Valley Housing develops, owns and manages more than 15,000 properties within London and the south east of England. It employs approximately 250 staff and for the year ended 31<sup>st</sup> March 2018 had a turnover of £126M.

The Group contracts out the development and construction of its properties, estate cleaning and gardening and maintenance services. The Group's supply chain includes contractors who carry out these services, professional advisors and corporate services providers. The Group's head office is located in Twickenham, Greater London.

The Group operates solely within the UK and considers that its activities are low risk in terms of slavery or human trafficking.

### Due Diligence

Thames Valley Housing meets or exceeds all statutory requirements relating to staff employment. It is committed to dignity at work and to the fair treatment of all staff. All employees are paid to recognise their roles and responsibilities and in excess of the Living Wage. Thames Valley Housing's recruitment and selection policy includes provisions addressing modern slavery and human trafficking.

The Group's tendering processes follow best practice. Large procurement exercises are carried out by specialist consultants. When seeking new contractors, bidders are required to provide details of their approach to addressing modern slavery and human trafficking.

Thames Valley Housing uses only specified, reputable employment agencies to source labour and always verifies the practices of new agencies before accepting workers from that agency.

Thames Valley Housing's corporate policies are reviewed at least every 3 years. All Policies are approved by the Executive Group or the Board. The main corporate policies which incorporate the identification and approach to slavery and human trafficking are the Whistleblowing Policy and Code of Conduct.

## **Training and Awareness**

Thames Valley Housing ensures that all employees understand the signs of slavery or human trafficking, and know what action they can take. An online training course covering understanding and identifying slavery and human trafficking has been completed by staff. The Act and our approach to reducing slavery and human trafficking is promoted through our intranet, in addition to employees being required to certify that they have read and understood core corporate policies, including this slavery and human trafficking statement.

This statement is made pursuant to S54 of the Modern Slavery Act 2015 and constitutes our Modern Slavery & Human Trafficking Statement for the year ended 31<sup>st</sup> March 2018 and has been approved by the Board, who will review and update the statement annually.

**John Baldwin, Interim Chief Executive**  
**September 2018**