

# Clarion Housing Group Anti-Slavery and Human Trafficking Transparency Statement 2018



Clarion Housing Group is one of the country's largest providers of social and affordable housing. Our team of over 3,000 staff, supported by our contractors and suppliers, manage 125,000 properties across over 176 local authorities in England.

Clarion Housing Group mixes public and private money to build affordable homes, overwhelmingly for people who can't meet their housing needs in the market. We are a charitable, regulated organisation that deploys responsible, commercial disciplines in the way we conduct our business. It is important to us that we employ ethical business practices that are aligned with our ethos of a business for social purpose.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Transparency Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. As a business for social purpose Clarion Housing Group does not wish to support or deal with any business knowingly involved in slavery or human trafficking in any part of its operations.

We are committed to treating those who work for us fairly, as an employer we are committed to paying the Living Wage across England and regularly review our terms of employment to ensure they comply with all relevant legislation.

Our policies and procedures:

We have an extensive and robust framework of policies, procedures and contractual requirements in place which should already contribute towards the prevention of slavery or human trafficking within our organisation and our supply chains. These include, but are not limited to, areas such as housing management, risk management, safeguarding, health and safety, recruitment, whistleblowing, procurement, terms and conditions and codes of conduct for staff, suppliers and contractors, as well as stringent and extensive due diligence and checks when recruiting staff or engaging suppliers or contractors.

**As part of our initiative to identify and mitigate risk, we have in place systems to:**

- Identify and assess potential risk areas in our supply chains, by requiring new suppliers to declare that they are not involved in modern slavery or human trafficking and have not been subject to any investigation in connection with any offence involving slavery or human trafficking.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains, by including provisions in our template contract documentation requiring our suppliers to take appropriate steps to ensure that there is no slavery or human trafficking in their supply chains.

*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 2017. The turnover of the Group exceeds £36 million for that period.*

*This statement is approved by Clarion Housing Group Executive Team and applies to all organisations within the Group. It will be reviewed and updated as necessary or on an annual basis.*