

# Modern Slavery Statement

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## Policy

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Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

We expect the same high standards from all our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

## Statement

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**We are a developer and owner-manager of primary care property. The Group has 80 employees and operates solely in the UK. None of our subsidiary companies meet the threshold for reporting.**

**There are no instances of modern slavery or human trafficking amongst our employees who work predominately from our head office and all of whom work freely and receive in excess of minimum/living wage. Our employees receive annual training on our modern slavery policy and are encouraged to report any concerns direct to management or to our whistleblowing hotline.**

**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 suppliers include property maintenance contractors, developers and building contractors.**

**Our property maintenance contractors have been supplied with and must confirm adherence to our modern slavery policy. Suppliers are required to be members of SafeContractor ([www.safecontractor.com](http://www.safecontractor.com)), have verified that they have a modern slavery policy in place and that where they use sub-contractors or suppliers they have procedures in place to check that they actively comply with modern slavery legislation. We have not identified any risk of modern slavery with our property maintenance contractors.**

**Prior to appointment, our developers and building contractors must confirm adherence to our modern slavery policy and that they have procedures in place to check that there are no instances of modern slavery or human trafficking in their supply chain. We have not identified any risk of modern slavery with our development and building contractors or their subcontractors.**

**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 March 2023.**

**This statement has been approved by the Board of Directors on 23 March 2023.**

**Jonathan Murphy**

**CEO**

**1 April 2023**

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