

Modern slavery and human trafficking: Our statement

Who we are

One Housing Group Limited provides high quality homes and care. We manage around 17,000 homes across London and surrounding counties and care for over 8,500 to help them live independently. One Housing Group Limited is the parent organisation of a number of subsidiaries and [this statement](#) applies to our whole group.

Our vision and values

We create places for people to call home and support them to live well. In pursuit of that mission, we are committed to doing everything we can to prevent slavery and human trafficking. This statement sets out how we deliver that commitment, and understand and mitigate the risk of slavery or human trafficking taking place within our business and supply chain. Modern slavery is the illegal exploitation of people for personal or commercial gain, often in horrendous conditions which the victim cannot escape. We believe that businesses have a key part to play in the effort to tackle this crime and protect vulnerable workers from exploitation.

The UK Modern Slavery Act (2015) requires commercial organisations that operate in the UK and have an annual turnover above £36m to produce a Slavery and Human Trafficking statement each year which sets out the steps the organisation has taken during the year – if any – to ensure that slavery or human trafficking is not taking place in its business and supply chain.

Our policies on slavery and human trafficking

Our anti-slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to ensure as best as we can that slavery and human trafficking are not taking place anywhere in our supply chains. In addition to our anti-slavery policy, we have a number of strategies, policies and procedures in place which help detect and prevent slavery and human trafficking. They include:

- A commitment to paying the London Living Wage as a minimum to all employees by 2020;
- Requirements for all new employees to provide original documentation (such as a passport) before they start working with us to verify their legal right to work in the UK;
- Strategies on equality and diversity, safeguarding and domestic abuse;
- A requirement for all staff to adhere to the Code of Conduct which includes requirements in relation to workplace behaviour and equality and diversity;

- A whistle-blowing policy which protects staff should they raise concerns about issues such as modern slavery;
- Tenancy management policies which set out the action to be taken where our properties are used for unlawful purposes;
- On-line anti-Slavery and human trafficking e-learning. The course consists of a video which helps staff understand how to identify and report corporate slavery and human trafficking;
- Face to face safeguarding and domestic abuse training is provided to new starters in front-line teams at One Housing. The training refers to modern slavery as a form of abuse related to safeguarding under the Care Act 2014.

Our supply chains

Our procurement activities take place in England and our contractors and suppliers are predominantly UK and EU-based. We expect our suppliers to share our values on modern slavery and also carry out their own due diligence on their own supply chains to limit the risk of modern slavery taking place.

In relation to new suppliers, for any tenders for contracts above the OJEU threshold, compliance with the Modern Slavery Act has been included within the selection process, and any failure to meet this will lead to disqualification of the applicant. For contracts below these thresholds, standard clauses are included within the terms and conditions seeking assurance from suppliers that they comply. For example, our recently launched Development Framework for Consultants was procured in line with prevailing procurement legislation and our Group Procurement Policy and included a rigorous selection stage that ensured compliance with the Modern Slavery Act. This statement is made pursuant to section 54(1) of the Act and was approved by [our Group Board](#) on 25 September 2019. It constitutes the Group's modern slavery and human trafficking statement for the financial year 1st April 2018 to 31 March 2019.