

Modern slavery statement

One Housing is committed to improving our practices to combat slavery and human trafficking. We have a zero-tolerance approach to human trafficking and modern slavery.

Modern slavery and human trafficking statement 2019-2020

Who we are

One Housing Group Limited is a landlord that primarily provides lower-cost rented housing. We are registered with Regulator of Social Housing and are commonly known as a housing association or registered provider. We are a not for profit organisation with a strong social purpose and believe in creating places that people can call home. We support people to live well by regenerating communities and provide a range of services for our residents.

We also build new homes (to subsidise the lower cost rented housing) and have been delivering high quality homes and supporting our communities for over 50 years. Our housing stock is around 17,000 homes across London and surrounding counties and we provide care services for over 8,500 people to help them live independently. We have approximately 1,600 staff and work with a wide range of suppliers and contractors.

One Housing Group Limited is the parent company of a number of subsidiaries. This statement applies to our whole group. [The group structure can be found here.](#)

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 in our organisation and supply chain. This statement sets out how we deliver this commitment 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 from 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 modern slavery and human trafficking 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. We have several policies in place which help detect and prevent slavery and human trafficking.

Steps put in place this year to help mitigate the risks of slavery and human trafficking include:

- paying the London Living Wage as a minimum to all employees
- a review of our tenancy management policies and procedures to ensure modern slavery and human trafficking is named and cited where appropriate
- a refresh of safeguarding training for all staff, which had a dedicated section on modern slavery and human trafficking
- the launch of the safeguarding strategy which discusses modern slavery and the steps the organisation will take, if incidents are reported
- making the online anti-slavery and human trafficking e-learning mandatory. The course consists of a video which helps staff understand how to identify and report corporate slavery and human trafficking
- refresher training of the Community and Safeguarding Team on how to detect and raise concerns if there is evidence of modern slavery and human trafficking
- updating our whistle-blowing policy which protects staff should they raise concerns about issues such as modern slavery.

Every year we make progress on our commitment to prevent modern slavery and human trafficking while continuing the following practices:

- 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
- review of strategies and policies to ensure they reflect anti-slavery and human trafficking best practice
- a requirement for all staff to adhere to the Code of Conduct which includes requirements in relation to workplace behaviour and equality and diversity
- 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.

For 2020/21, we intend to improve our approach by:

- providing Board training on modern slavery
- discussing an approach to modern slavery with our joint venture partners
- reviewing our equality and diversity policy
- reiterating the Board's commitment to whistleblowing.

Our supply chains – mitigating risks

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 human trafficking 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.

Declaration

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It constitutes our Group's modern slavery and human trafficking statement for the financial year ending 31 March 2020.

This statement is reviewed and updated on annual basis and was approved by our Group Board on 24 July 2020.