



Slavery and Human Trafficking Statement

Introduction

This is our fourth statement published in accordance with the Modern Slavery Act 2015 and this statement sets out our actions taken to prevent modern slavery from occurring in our business and supply chain for the financial year ending 31 March 2019.

What is Modern Slavery?

Modern slavery is an international crime and continues in our world today with many people harmed as a result. Slavery is more rampant now than it has ever been with as many as 40 million people in modern slavery.

The Modern Slavery Act 2015 requires commercial organisations supplying goods or services with a turnover of above £36 million to prepare and publish an annual 'Slavery and Human Trafficking Statement'.

The statement must set out the steps the organisations has taken during its financial year to ensure that slavery or human trafficking is not taking place in its supply chain.

Our Organisation's structure

Yarlington Housing Group Ltd is a provider of affordable housing, owning and managing 10,544 properties in the South West predominantly in Somerset, Devon and Dorset.

We employ approximately 380 staff and have an annual turnover in excess of £60m.

Yarlington Housing Group Ltd is a registered not-for profit community benefit society and is the parent entity of Yarlington Homes Ltd (YHL), Yarlington Property Solutions (YPS), Inspired to Achieve (I2A) and Yarlington Treasury Services (YTS). All subsidiary companies are registered in England.

More information about our organisation can be found by clicking the following link: www.yhg.co.uk

Our policies and values

Yarlington has a zero tolerance approach to modern slavery across all areas of the organisation, as well as in our supply chains. Yarlington is committed to ensuring we are not connected to modern slavery in any way and our aim is to ensure that our business always operates in an open and transparent way.

Yarlington promotes the living wage salary.

As part of our commitment our Anti-slavery and Human Trafficking Policy reflects this which is available upon request.

Supplier's adherence to our values

We are committed, as an organisation, to tackle modern slavery and human trafficking

and want to work with suppliers who share our values.

We aim to work in partnership with all our contractors, suppliers and other business partners to ensure that they share and work towards the same values we hold against slavery and human trafficking.

During 2018/2019

We maintained our robust recruitment processes in line with employment law. We ensure all relevant documentation checks are completed including proof of eligibility to work in the UK, DBS checks and references as applicable. All staff have contracts of employment and any changes are documented with a variation to their contracts. We benchmark all of our salaries for both new or significantly changed roles to ensure that our colleagues receive appropriate pay for the role that they carry out. We provide a range of colleague wellbeing related services and activities and promote a positive work-life balance.

Within our supply chains we maintained a fair, transparent and responsible purchasing process which includes a request for compliance with the Act through the suppliers' own modern slavery statement or Yarlington's Terms and Conditions.

We also promote positive supplier relationship management and robust contract management principles with the aim of fully understanding our supplier's business and their supply chain.

Our commitments for 2019/2020

We will continue to maintain our robust processes across the business and continue to identify and assess potential risks and mitigate any risk of slavery and human trafficking occurring. We will continue to engage with our suppliers existing or new, big or small to ensure that those we choose to work with share our values and best-practice approaches.

As our organisation changes and grows we will educate our staff and suppliers highlighting the issue of modern slavery.

We will aim to ensure that all standard purchase orders have Yarlington's standard terms and conditions which will clearly set out our expectations regarding suppliers' approach to modern slavery.

We will update the Supplier Code of Conduct which includes specific references to the Modern Slavery Act and cascades our values.

We will also aim to examine our supply chain and map out our suppliers in terms of their location, turnover and those considered high risk.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and was approved by the Board of Yarlington Housing Group.

Signed:

