

Modern Slavery Statement

Introduction

This statement is made pursuant to s54 Modern Day Slavery Act 2015 and is the Nottingham City Homes' Group Slavery and Human Trafficking Statement for the financial year. This statement applies to The Nottingham City Homes Group and its subsidiaries

NCH structure and business

Nottingham City Homes is a group of housing companies that work together to deliver on the vision of creating homes and places where people want to live. The Group comprises Nottingham City Homes, NCH Registered Provider and NCH Enterprises Ltd

Nottingham City Homes (NCH) is an Arm's Length Management Organisation that was established in 2005 to manage properties and provide housing and support services to Nottingham City Council tenants and leaseholders. We manage around 26,000 properties across the city of Nottingham making us the largest housing organisation in the city.

Housing management policies

NCH takes a zero tolerance approach to human trafficking and slavery, in our supply chains or any other part of our business

All our employees are given guidance to help recognise signs of slavery, human trafficking, forced labour and domestic servitude and priority reporting mechanisms are in place

Locally

NCH will work with partnership organisations in particular Nottingham City Council and The University of Nottingham to ensure that Nottingham is a slavery free city.

To seek advice or report suspicion of modern day slavery contact <https://www.modernslaveryhelpline.org/>

Employee Policies

Nottingham City Homes employee 950 members of staff and we recognise the potential for slavery and human trafficking to affect employees within its business.

We have robust policies and procedures to ensure that its employees are not subject to undue influence and are treated with dignity and respect. Policies and procedures are regularly audited to ensure we are compliant with the most up to date employment legislation to prevent unethical working practices. NCH are committed to ensuring all employees receive fair remuneration for the work they perform and

have job evaluated all its roles. Pay terms and conditions have been harmonised across the entire workforce

Our supply chains

Nottingham City Homes procures a wide range of goods and services including and not limited to

- Property development
- Repairs and maintenance
- Communications and IT services
- Agency staff
- Various professional services

At Nottingham City Homes Group, we recognise the responsibility that we share with our suppliers, to buy materials and deliver our services in an ethical manner. As part of this commitment we acknowledge our responsibility towards the Modern Slavery Act 2015 and will ensure transparency within the organisation and with our suppliers of goods and services to NCH Group. The standards outlined are applicable across the whole of the NCH Group and all our subsidiaries.

We want our customers to be confident that our business partners treat their employees fairly, with respect for human rights and are not exposed to unsafe working conditions or in any way forced to work under slavery. We believe that when ethical standards are in place, this can improve worker well-being, productivity and quality, which benefits both our suppliers and our customers. Only suppliers who share our standards and values will be considered appropriate to trade with NCH Group and we seek to develop long-term trading relationships with suppliers based on the principle of fair, open and honest dealings at all times.

As a part of our company's due diligence process we audit our suppliers on a regular basis and will only work with organisations who also commit to the eradication of slavery and human trafficking. Our appraisal process will incorporate a review of the controls undertaken by our suppliers and now also requires, from all suppliers, an annual statement of their commitment and actions taken to eliminate modern slavery.

Imported products sourced from outside the UK or EC are potentially more at risk of slavery or human trafficking issues. If products have to be sourced from such locations, we look to work in partnership with companies who possess certifications which have independently assessed standards that reinforce their commitment to human rights, working conditions and the provision of a living wage.

NCH Group will not work with any organisation that either has or is found to be knowingly involved within either human trafficking or modern slavery.

The Directors and Management shall be responsible for the application of this policy and ensure all activity complies with the Modern Slavery Act 2015. NCH Group is committed to making Nottingham a slavery free city and will also continue to utilise

national and local resources, training and investment to ensure its successful application throughout the next financial year.

Signed

A handwritten signature in black ink, appearing to be 'N. My' or similar, written in a cursive style.

Date

31 July 2019