



Hendre Group

Modern Slavery and Human Trafficking Statement

INTRODUCTION

Working throughout South Wales, Hafod provide a wide range of housing, care and support services. In addition to providing high-quality affordable homes, we support people to maintain their independence and personal well-being for as long as possible either in their own homes, supported housing or in one of our residential care homes. Our mission is Making Lives Better.

We recognise that we work in an area that could be susceptible to the risks of modern slavery and human trafficking, especially as we work with vulnerable groups within society. We have already taken steps to ensure our company policy is in place to create an awareness and understanding of modern slavery and human trafficking, and our statement is a demonstration of improving our practices further.

The statement is produced on behalf of the Hendre Group Limited, and all subsidiaries and holding companies within.

RECRUITMENT & EMPLOYMENT

As a large employer we recognise that we need to be alert to the potential risks of modern slavery and human trafficking within our own business. To mitigate against these risks the Group has a broad range of controls and measures to ensure that employees are not subject to undue influence, are treated with dignity and respect and are able to raise any concerns they have around slavery or trafficking matters.

Controls and measures in place include:

- Robust recruitment practices. These include undertaking a number of mandatory checks, in respect of eligibility to work in the UK, as well as Safeguarding practices and disclosure checks. We ensure that these are adhered to regardless of whether employment is permanent, temporary or fixed term, and expect any agencies we work with to align to our practices.
- Robust HR procedures which are regularly reviewed to ensure compliance to the latest legislation and best practice.
- Structured terms and conditions to ensure that all staff are remunerated appropriately for the role they perform.
- Counter fraud and anti-corruption policies which detail the Group's expectation that all individual employed (as well as external organisations associated in whatever way with the Group) will act with integrity and that Board Members and staff at all levels will lead by example in these matters.
- Being subject to scrutiny by our own internal audit, a range of external regulators and Government bodies, such as HMRC, who monitor various aspects of the Group's activities.
- A commitment to promoting equality, diversity and dignity in the workplace and the services we provide.

PEOPLE

Hafod has a Raising Concerns at Work policy and procedure, supported by our 'Speak Up' campaign, which promotes open and transparent communications, and encourages employees to come forward to report concerning behaviours. As part of this policy we have integrated our Whistleblowing and Grievance policy as well as referencing our Safeguarding approach.

SUPPLY CHAINS

We work closely with all our supply chains to ensure our approach and commitment to modern slavery and human trafficking is mirrored within their own business practices. We will demonstrate that we manage our supply chain ethically and with integrity, and support any effective systems and controls put in place to combat modern slavery and human trafficking.

We will undertake due diligence in reviewing existing contractors/suppliers and in engaging new contractors/suppliers, including embedding appropriate steps in our tendering, contracting and procurement procedures across the Group.

These measures will include appropriate checks during our procurement process to ensure supply chain partners have appropriate policies and procedures in place in relation to, not only the workforce directly employed by them, but also the workforce employed by their supply chains.

TRAINING

Hafod provides training through our Learning & Development team to ensure our employees have full awareness of modern slavery and human trafficking, as well as other policies within safeguarding, raising concerns at work and equality & diversity.

OUR ONGOING APPROACH

We will ensure that our policies and practices remain up to date to ensure that we are fully aware and compliant with steps we need to take against modern slavery and human trafficking.

Our statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's commitment.

Signature of CEO



GROUP CHIEF EXECUTIVE

Hendrie Group Limited

Dated: 14/01/2019.