



Modern Slavery Statement for financial year 2023/24

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that emh group (consisting of emh group, emh homes, emh care & support, emh sharpes and Midlands Rural Housing) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Emh group has a zero-tolerance approach to any form of modern slavery or human trafficking. We are committed to acting ethically, with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

The Group is a Registered Provider of social housing owning and managing over 22,000 homes and was formed for the benefit of the community. Its objects are to carry on for the benefit of the community:

- ▶ The business of providing housing, accommodation, and assistance to help house people and associated facilities and amenities.
- ▶ Any other object that can be carried out by a Registered Provider registered as a social landlord with the Regulator of Social Housing.

We have around 1,300 suppliers across the Group. This includes suppliers who may be duplicated across group companies and appear multiple times, as well as payments made to individuals.

Risk Assessment and Due Diligence

As we are based solely in the UK we consider no areas of our business to be of high risk. Following a research-based risk assessment focussing on factors such as levels of staff turnover, procurement controls, outsourcing arrangements and levels of unskilled work, the area of greatest (although moderate) risk is construction, cleaning and care provision via agencies.

As part of our initiative to identify and mitigate risk we have in place systems to:

- identify and assess potential risk areas in our supply chains;
- mitigate the risk of slavery and human trafficking occurring in our supply chains;
- monitor potential risk areas in our supply chains; and
- protect whistleblowers.

Any risks are mitigated through our framework of policies and procedures and our procurement processes.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- ▶ Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help. *(insert link to policy)*
- ▶ Recruitment policy. We operate a robust recruitment policy, including Right to Work checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- ▶ Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

- ▶ Board and Colleagues Codes of Conduct. These Codes explain the manner in which we behave as an organisation and how we expect our Board Members, Trustees, and colleagues to act.

Our suppliers

Emh group undertakes due diligence on all suppliers that are procured through competitive procurement procedures. This due diligence includes the public sector standard selection questionnaire that each supplier is required to complete to show that the organisation has never been convicted of offences relating to modern slavery. This forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

- ▶ They have taken steps to eradicate modern slavery within their business
- ▶ They hold their own suppliers to account over modern slavery
- ▶ (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
- ▶ (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
- ▶ We may terminate the contract at any time should any instances of modern slavery come to light

Training

As part of their compliance to maintain their chartered status of the Chartered Institute of Procurement and Supply, our Procurement Team complete training on and have a commitment to ethical procurement. Staff are trained to understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, all staff are expected to read the colleagues handbook at induction. The Policy and Statement is communicated to staff annually to ensure understanding and awareness.

Further Steps

Continue to work with our existing contractors and partners to address any concerns relating to Modern Slavery

- ▶ Continue to raise awareness with our staff and customers about Modern Slavery and how they should respond to any concerns
- ▶ Raise awareness amongst housing staff of the risks relating to our properties being used to support any forms of modern slavery, and how to address any such concerns

Approval for this statement

This statement was approved by the emh Group Board on 4th September 2024

Name (Director) Chan Kataria Signature

Date 4th September 2024

