

## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT – 2020/21

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the association's slavery and human trafficking statement for the financial year ending 31 March 2021.

**Introduction** - In October 2015, the Modern Slavery Act came into force which requires all businesses with a turnover of more than £36m to publish a statement setting out its actions to understand and address all potential slavery and human trafficking risks within their organisation and associated supply chains.

**Structure** - Newport City Homes ("NCH" or "the association") is a Registered Social Landlord (RSL) providing homes and services for more than 20,000 customers living in over 9,000 homes across the city of Newport, with supply chains operating solely within the UK, the majority of which being local to Newport. The association is uniquely placed to play a key role in ensuring customers and communities are given opportunity to grow and succeed. It currently employs over 400 colleagues with an annual turnover of £52 million.

**Due Diligence** - The association has safeguards in place that require its suppliers and contractors to comply with the Modern Slavery Act and commits to never knowingly engaging suppliers or contractors involved in slavery and/or human trafficking. With robust checks in place, the risk of slavery and human trafficking across the association and within its supply chain has been assessed as low. Nevertheless, the association is committed to a zero-tolerance approach to slavery and human trafficking and will act ethically and with integrity across the association and associated supply chain.

**Action taken** - The association has already taken some measures to reduce the risk of modern slavery and human trafficking and is committed to improving its practices further. Policies, procedures and processes are in place that reflect its commitment to acting ethically and with integrity:

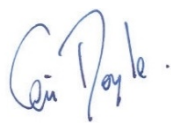
- The procurement tender process requires all potential contractors/suppliers, with a turnover of £36m and above, to confirm in writing that they comply with the Modern Slavery Act.
- As part of the tender procurement process, all contractors/suppliers, with a turnover of £36m and above, will, upon appointment, ensure that any sub-contractors/suppliers providing services to the association, comply with the Modern Slavery Act 2015.
- The anti-bribery policy is committed to applying the highest standards of ethical conduct and integrity across the association's activities. Every employee and individual acting on the association's behalf is responsible for maintaining the association's reputation and for conducting business honestly and professionally.

- The whistleblowing policy is committed to the highest standards of quality, transparency and accountability, with an established procedure for raising a whistleblowing concern in confidence and compliant with current relevant legislation.
- To help prevent slavery and human trafficking in NCH properties:
  - Prospective tenants have their eligibility to housing assessed by Newport City Council (NCC) who are the owners of the common housing register within Newport.
  - The association carries out a 'Getting to Know You' assessment with all tenancy applicants to validate the information provided before an offer of accommodation is made.
  - The association continuously refreshes its insight data upon each interaction with customers to mitigate the risk of tenancy fraud.
- The tenancy agreement allows for a full investigation into any potential breaches of tenancy, including illegal or immoral use of the premises, working with partner agencies to resolve such cases.
- Colleagues operate within safeguarding guidelines and have been trained to identify, monitor and support vulnerable customers, linking in with external support providers as necessary.
- The code of conduct policy commits all colleagues and board members to integrity of actions and transparency, thereby avoiding any suggestion of influence by improper motives.
- The recruitment process includes a mandatory check of eligibility to work in the UK and requisite safeguarding checks from the Disclosure and Barring Service.
- Terms and conditions of employment are fair, and the association is committed to promoting dignity and equality both at work and in the services provided to customers.
- Training is provided for all colleagues to ensure that they are familiar with safeguarding, whistleblowing and equality, diversity and inclusion. Specific training on modern day slavery and human trafficking is also delivered.

**Commitment** - The association will continue to carry out the actions listed above. In addition, a review of all associated policies and procedures will be conducted during 2021/22 to ensure they remain fit for purpose, and more colleagues will receive training and information about modern slavery and human trafficking.

This statement has been reviewed by the Chief Executive Officer and approved by the NCH board on 21 July 2021 and will be updated annually.

Signed:



Chief Executive,

Date: 21 July 2021

Signed:



Chair of Board,

Date: 21 July 2021