

# Modern Slavery and Human Trafficking Statement

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## Introduction

Section 54 of the UK Modern Slavery Act 2015 requires commercial organisations operating in the UK with an annual turnover more than £36m to produce a slavery and human trafficking statement for each financial year.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year commencing April 2018 and ending March 2019.

## Organisations Structure and Vision

The RHP Group consists of 3 entities with RHP, the parent company being a Registered Charitable Community Benefit Society and a provider of affordable housing. RHP operates principally in the 3 London Boroughs of Richmond, Kingston and Hounslow in West and South West London.

Our key activities focus upon West and South West London, providing housing for rent, principally for individuals and families who are unable to rent or buy on the open market, and providing supported housing for people who need additional housing related support.

The Group owns or manages 10,103 properties, this includes 1,995 properties where a long lease has been sold and 45 shared ownership properties. The Group also owns 1 office building, 23 shops and 1,007 garages.

To support our ambitions to be an excellent and innovative organisation, RHP has a Board and Leadership Team that capitalises on a wealth of experience from both within and outside the housing sector and drives a strong internal focus on governance and leadership.

## Our Supply Chains

The RHP Group is a contracting authority and therefore subject to the Public Contract Regulations 2015. We are governed by directives to ensure that the principles of non-discrimination and transparency are upheld with the aim of fostering a common internal market. We are prohibited in relation to discrimination based on nationality and grant freedom of establishment.

We source our supplies, services and works from third party contractors principally within Great Britain and are confident that we engage with reputable contractors who adhere to all appropriate legislation, regulation and practices.

## Relevant Policies

RHP Group's policies demonstrate our commitment to ensure that there is no slavery or human trafficking within our business or supply chains. Our relevant policies include:

- » Procurement Policy
- » Whistleblowing Policy
- » Grievance Policy
- » Code of Conduct for Employees, Board Members and Involved Residents
- » Recruitment and Selection Policy and Recruitment Policy: Fixed Term Contracts, Temporary and Agency Workers

The RHP Group encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This would include any circumstances that may give rise to an enhanced risk of slavery or human trafficking.

The Group's code of conduct makes it clear to employees the actions and behaviour expected from them when representing the organisation and we strive to maintain the highest standards of employee conduct and ethical behaviour.

### **Risk Assessment and Due Diligence**

The risk of slavery and human trafficking within our organisation is avoided and mitigated by our policies and procedures.

The RHP Group consider our greatest risk of slavery and human trafficking to be in the sourcing of our supply chains when undertaking procurement activities. We have zero tolerance to slavery and human trafficking and expect all our contractors to comply with our values.

### **Effectiveness in Ensuring Modern Slavery is not Present**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, all employees and directors have been briefed on the subject.

Signed on Behalf of The RHP Group

A handwritten signature in black ink, appearing to be 'C. Bishopp', with a long horizontal line extending to the right.

Corinna Bishopp, Executive Director of Finance