

## Modern Slavery Statement

### Introduction

Network Homes Limited can state we have no acts of modern day slavery within our organisation. We do, however, recognise the need to be vigilant and committed to driving out potential acts of modern day slavery from our supply chains. We accept our responsibility under the Modern Slavery Act 2015 to ensure transparency in the provision of all our goods and services, whether they are outsourced or delivered directly. Imported products from sources outside the UK and EU are potentially more at risk for slavery/human trafficking issues

### Due diligence

As part of our due diligence processes to prevent slavery and human trafficking, our:

- procurement process will require suppliers to outline the controls they have in place to identify/prevent any acts of modern day slavery and human trafficking
- Procurement Team and Contracts Managers will continually monitor the level of management control required
- Procurement Team will report annually to our Executive Leadership Team

### Our supply chain / contractors

We'll make reasonable endeavours to ensure employees or workers of suppliers and contractors we use aren't subject to any form of forced, compulsory or bonded labour. Employees should have freedom to terminate their employment at any time without penalty, giving reasonable notice.

We'll not knowingly support or deal with any business involved in slavery or human trafficking.

### Policies

Network Homes has a number of policies which aim to minimise the risk of modern slavery in our procurement practices. These include:

- **Procurement Essentials** which sets out internal requirements for buying goods and services
- **Whistleblowing Policy** which encourages staff to report any concerns including any related to modern slavery/trafficking and child and forced labour
- **Pay Policy** which outlines our commitment to staff in relation to pay commitments
- **Recruitment Policy** which outlines how we attract staff and contractors to carry out duties as required by the organisation

Document name: Modern Slavery Statement	Status: Final
Issue Date: January 2021	Review Date: January 2022

### **Fair pay and working practice**

All our employees are treated fairly and equally. They are paid at least the national minimum wage or the London living wage and are provided all organisational benefits. Salary payments are made directly to employees and will not be delayed, deferred or withheld unless there is prior agreement or notification and must be in conjunction with our current policies and procedures. Only deductions, advances or loans authorised in law are permitted with the full consent of the employee. Clear and transparent information will be provided to employees about hours worked, rates of pay and the calculation of legal deductions.

Our employees won't be forced to work in excess of the number of hours permitted in law. Normal working hours and overtime won't exceed 48 hours per week average over a 17 week period unless we have consent from our employees. We operate a zero tolerance of any threat of physical or sexual violence, harassment or intimidation against employees and their family, or close associates.

Our Executive Leadership Team and Senior Management will take responsibility for implementing this statement and its objectives. They'll ensure adequate resources (training and administration etc.) and investment to ensure slavery and human trafficking isn't taking place within our organisation or within our supply chains.

This statement has been approved by the Chair of the Board and Chief Executive of Network Homes. This statement will be reviewed on an annual basis.



**Bernadette Conroy**  
**Chair of Network Homes**



**Helen Evans**  
**CEO of Network Homes**

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