



## Slavery and Human Trafficking Statement

At Anchor, we recognise our obligations to combat slavery and human trafficking within our supply chains. We are committed to maintaining best practice and to seeking continuous improvement.

We are England's largest not-for-profit housing association providing housing, care and support to people over 55 years old. We have more than 120 care homes across England and more than 1,000 rented and leasehold locations. We have an annual turnover of over £300 million.

Our supply chains include agency workers, housing & care products, logistics, property & construction, technology and other goods & services.

### OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our organisation. We have introduced an Anti-Slavery and Human Trafficking Policy which reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our Anti-Slavery and Human Trafficking Policy has been made available to all colleagues.

### DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

At present all of our suppliers are based within the UK, but we are aware that some of our suppliers outsource or manufacture overseas. We are aware that the risk is higher with these suppliers and ensure we only work with reputable businesses that have systems in place to ensure their supply chains comply with our values.

To identify and mitigate risk we have updated our standard supplier contract terms to require our suppliers to confirm that they and their contractors shall comply with the Modern Slavery Act 2015 and our Anti-Slavery and Human Trafficking Policy.

Our contract terms also require our suppliers to maintain a set of records to trace the supply chain of all goods and services provided to Anchor and to provide us with a report on request of the steps they have taken to ensure slavery and human trafficking is not taking place in any of its supply chains.

We are also in the process of creating a more rigorous annual due diligence check for existing suppliers, which will include requiring suppliers to confirm that they comply with our Anti-Slavery and Human Trafficking Policy and new contract terms.

As part of our procurement processes all potential new suppliers are required to provide us with a copy of their Ethics Policy and their Health and Safety Policy at tender stage which are reviewed to ensure they meet Anchor's standards. Where applicable, new suppliers are also required to provide us with a copy of their own Slavery and Human Trafficking Statement as part of the tender process.

We have robust HR policies and procedures in place to ensure compliance with employment legislation is followed and to prevent unethical working practices. We are committed to ensuring fair remuneration.

We have systems in place to encourage reporting of concerns and the protection of whistle-blowers. Our employees also have access to a free 24 hour colleague assistance service.

We only use reputable employment agencies to source agency workers.

#### SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking and expect all of those in our supply chain including contractors comply with our values.

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 ending 31 March 2016.

Signed

A handwritten signature in black ink, appearing to read 'Pamela Chesters', written in a cursive style.

Pamela Chesters CBE

Chair

Date: 27<sup>th</sup> July 2016