

Modern Slavery Statement

Actions taken

We include clauses in contracts around compliance with the Modern Slavery Act 2015 ('the Act').

Prospective contractors are made aware of the need for compliance with the Act.

Training (e-learning) is undertaken on Modern Slavery.

Modern slavery is also picked up in safeguarding training.

Background

Derby Homes Limited is an arm's length management organisation (ALMO) created by Derby City Council. The organisation is non-profit making and is 100% owned and controlled by Derby City Council.

Derby Homes builds, manages, maintains, and improves council houses and estates and administers statutory homelessness services on behalf of the council.

Derby Homes is a registered provider of social housing with the Regulator of Social Housing.

We aim to promote the highest standards in how we run our business and, in our employment, tenancy and procurement practices. Derby Homes supports the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

This statement summaries our approach and the action we will take in the next year in our own company and in our supply chain.

Derby Homes Board has adopted a Modern Slavery Act Policy

It states that we will not – nor expect our contractors to – tolerate any arrangements that involve any business practices that might be seen as modern slavery. Where we know about such activity, we will take whatever action is necessary to eliminate it from any process in which we are involved.

Within Derby Homes, our recruitment systems are designed to ensure that all prospective employees are legally entitled to work in the UK. We have a range of Policies and procedures which enable employees to raise any concerns or worries through various routes, including an Independent Whistle Blowing Service.

Our process to sign up new tenants is set up so that we undertake a robust process to ensure that they are who they say they are, which includes background and photo

identification checks. We also undertake visits to ensure that we know the tenants in our properties.

Housing management staff keep an eye on any external issues or changes with our properties and tenants, and we investigate any allegations from residents or the wider community regarding potential tenancy fraud.

Employees carrying out procurement activities on behalf of Derby Homes are required to ensure before engaging any service provider that the company being employed has policies and procedures in place to prevent any form of modern slavery within any part of its own organisation and any other organisation, they employ on behalf of Derby Homes.

Derby Homes has an extensive supply chain, and we procure goods, services and works. We work with a wide range of different suppliers and partners. Some of our supplier's subcontract work or rely on recruitment agencies to supply temporary or permanent staff. By the nature of their businesses, some of our suppliers are potentially at higher risk than others, for example, construction companies.

We will require suppliers to have a modern slavery statement and policy when letting new contracts.

We asked internal audit to review our practices.

We have a number of activities over the next 12 months that we intend to undertake, and these are:

- Continue to make our staff, residents and leaseholders aware of the Modern Slavery Act 2015, including the definitions of slavery and human trafficking.
- Continue to tell staff what to do if they suspect a case of slavery or human trafficking.
- Work with current suppliers who provide us with temporary staff to ensure they also comply with this Act.
- Refresh the training on Modern Slavery and Human trafficking - and make the course mandatory training for our employees.

Signed:

A handwritten signature in black ink that reads "Mike Ainsley". The signature is written in a cursive style and is positioned above a long, thin horizontal line that serves as a signature underline.

On behalf of the Board of Derby Homes

Dated: 28 July 2022