



The Abbeyfield Society Slavery and Human Trafficking Statement 2019

We are committed to improving our practices to combat slavery and human trafficking.

Organisation's structure

We are a provider of supported sheltered housing, residential care homes and care at home services for older people. We have over 1200 (full time equivalent) employees and operate within the United Kingdom. We have an annual turnover of £54,985,000.

The Abbeyfield Society also act as at the national representative body for 185 independent member societies which have their own governance structures.

Our business

Our business is organised into three regions (North, West and East) with a Head Office based in St Albans.

Our supply chains

Our supply chains include food, consumables, utilities and agency workers. We also sub-contract labour through the acquisition of services relating to property construction and ongoing maintenance and repair.

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 business. Our Anti-slavery Policy (which can be found on our website) reflects our commitment to acting ethically and with integrity in all our business relationships and to identifying areas of risk and working with our suppliers to eliminate modern slavery from our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- Review central government guidance on occupations most at risk.
- Analyse our supply chains in order to identify areas of high risk.
- Ensure that all potential and existing suppliers are aware of our policy relating to modern slavery.
- Undertake to only contract with those organisations whose approach to modern slavery coincides with our own.
- Protect whistle blowers.

The Abbeyfield Society

Registered Charity No. 200719; Regulator of Social Housing (RSH) No. H1046; Company No. 574816
Registered Office: St Peter's House, 2 Bricket Road, St Albans, Hertfordshire, AL1 3JW
Registered in England and Wales



Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme.

This consists of:

- On appointment of a new supplier, ensuring that our Modern Slavery Policy is clearly and effectively communicated.
- All new suppliers evidencing commitment to eliminating modern slavery from their supply chains prior to commencement of contract.
- Continuously monitoring of our supply chains and reviewing suppliers' policies towards modern slavery through the ongoing contract management process.
- Working with our suppliers to ensure that any areas of concern are identified quickly and remedial measures are implemented effectively and as a matter of urgency.
- We will not hesitate to report such offences against the Act to the relevant legal enforcement agencies.
- As a minimum requirement, we would expect all our suppliers, their agents and sub contractors to adhere to the following code of conduct:
 - All workers to be paid the prevailing minimum wage applicable to the location in which they are employed. All wages to be payable in full, excluding deductions, unless expressly agreed with the worker.
 - All workers to have a contract of employment, setting out terms and conditions of employment, working hours and grievance procedures.
 - Working conditions and safety provisions should be regularly inspected by our supplier or their agent to ensure the health and safety of workers.
 - A worker's documents will remain their property and are not to be retained by their employer: all workers shall be free to leave at any point.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

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Further steps

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains, we intend to take the following further steps to combat slavery and human trafficking:

We will increase the number of areas which are put out to formal tender to ensure that suppliers are under contract and bound to adhere to modern slavery policies.

We will nurture existing supplier relationships in high risk areas with the aim of reducing reliance on products or services where geographical location or occupations are susceptible to modern slavery.

We will review operational processes with the aim of reducing the number of temporary workers.

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 2019. It was approved by the Board on 28 November 2019.



Ian Plaistowe

The Abbeyfield Society