

# **Modern Slavery and Human Trafficking Statement**

**Feldon Housing Limited**

**Financial Year: 2025/26**

**Feldon Housing Limited is committed to preventing modern slavery, human trafficking, forced labour and exploitation in all areas of our business and supply chain. As a registered provider of social housing, we recognise our responsibility to operate ethically, transparently and in accordance with the Modern Slavery Act 2015.**

**We are committed to working with our employees, residents, contractors, suppliers and partners to create safe, respectful and compliant practices that protect vulnerable individuals and ensure that exploitation has no place in our organisation or supply chain.**

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## **1. Our Organisation**

Feldon Housing Limited is a for-profit Registered Provider of social housing in England. We own and manage homes and work closely with local authorities, contractors, professional service providers, and development partners. Our activities include:

- Property management and housing services
- Procurement of repairs, maintenance and compliance services
- Procurement of development and construction services
- Partnerships with local authorities, consultants and agencies

We recognise that the repairs, maintenance and construction sectors can carry higher risks of labour exploitation, and we take this responsibility seriously.

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## **2. Our Commitment**

We have zero tolerance for modern slavery or human trafficking. Our approach includes:

- Ensuring compliance with the Modern Slavery Act 2015
- Raising awareness among staff, contractors and partners
- Maintaining robust procurement and due-diligence processes
- Taking swift and appropriate action if concerns are identified

- Providing safe reporting routes for residents, staff and partners
  - Working only with reputable contractors and suppliers
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### **3. Policies and Controls**

Our governance and internal policies help prevent modern slavery, including:

- Code of Conduct
- Safeguarding Policy
- Whistleblowing Policy
- Procurement Policy
- Recruitment and Vetting Procedures
- Risk & Assurance Framework

These policies ensure all individuals connected to Feldon Housing are treated ethically, recruited safely, and protected from harm.

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### **4. Our Supply Chain**

We work with a range of suppliers including:

- Maintenance and repairs contractors
- Construction and development partners
- Professional advisors (legal, financial, technical)
- ICT providers
- Cleaning, security and facilities suppliers

To reduce the risk of modern slavery, we ensure:

- All suppliers must confirm compliance with the Modern Slavery Act
- Contractors are subject to due-diligence and financial/identity checks
- Safeguarding and exploitation risks are included in tender evaluation
- Clear contractual obligations related to labour practices
- Ongoing contract monitoring, performance reviews and site visits

Suppliers who fail to meet ethical standards may be removed from our supply chain.

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## **5. Recruitment and Employment**

We follow safe recruitment practices which include:

- Verification of identity and right to work in the UK
- Reference checks
- Fair pay in line with employment law and market standards
- No use of agency labour without appropriate due-diligence checks

We do not charge employees recruitment fees or permit any form of bonded labour.

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## **6. Training and Awareness**

We will ensure relevant staff receive training on:

- Identifying signs of modern slavery and trafficking
- Reporting concerns safely
- Responsibilities in procurement and contract management

We also encourage contractors and suppliers to train their own staff.

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## **7. Reporting Concerns**

Feldon Housing encourages anyone—staff, residents, suppliers or partners—to report concerns through:

- Our Whistleblowing process
- Direct contact with senior leaders
- Safeguarding referrals where individuals are at risk
- External reporting to the police or the Modern Slavery Helpline

Reports are handled sensitively, confidentially and in line with our policies.

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## **8. Continuous Improvement**

Over the next 12 months, we will:

- Strengthen contractor due diligence documentation
- Embed modern slavery checks into development procurement
- Provide training for staff and advisors

- Review supply chain risk assessments
  - Review our safeguarding and exploitation prevention processes
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## **9. Approval**

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and has been approved by the Board of Feldon Housing Limited.

**Signed:**

**[Name]**

**Chief Executive Officer**

**Feldon Housing Limited**

**[Date]**

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