

Modern Slavery Statement

Introduction from the Director (Legal and Governance) and Company Secretary

We are committed to improving our practices to combat slavery and human trafficking. This includes engaging with suppliers and contractors who share our view on modern slavery and human trafficking and making this a term of our standard terms and conditions.

Organisation's Structure

We are a registered provider of social housing. We are the parent company of Victory Housing Trust, RFT Repairs Limited, Flagship Housing Developments Limited, Hopstead and Gasway Services Limited. Gasway Services Limited is the parent company of Blue Flame (Colchester) Limited. The Group has over 1256 employees and operates in East Anglia. The Group has an annual turnover of £188.25m.

Our Business

Our business is organised into seven business units:

- Flagship Homes which provides residential accommodation to both the social housing sector and private rented accommodation
- Suffolk Housing which provides residential accommodation to both the social housing sector and private rented accommodation
- Victory Housing Trust which provides residential accommodation to the social housing sector
- Hopstead which is a charitable organisation, set up to assist with the prevention of homelessness (incorporated 9th July 2020)
- RFT Repairs which is the Group's in-house repairs and maintenance company which also carries out cleaning and grounds maintenance
- Flagship Housing Developments which develops land for residential housing both in terms of rented accommodation and build for sale
- Gasway Services Limited ("Gasway") and its subsidiary company Blue Flame (Colchester) Limited which are gas servicing, repairs and installations companies operating in East Anglia and London.

Our Supply Chains

Our supply chain consists of suppliers of repairs and maintenance components, construction works and suppliers of professional 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 business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we monitor potential risk in our supply chains and protect whistle blowers.

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 included a prohibition on modern slavery and human trafficking clause in our standard terms and conditions. Where a contract for works is not under Flagship's standard terms and conditions, amendments are made to ensure the contractor is aware of, and bound to comply with, the Group's policy. Our legal and procurement teams are committed to ceasing business with any suppliers or contractors found to be involved in modern slavery or human trafficking either directly or in their supply chain.

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.

Coronavirus (Covid-19) Pandemic:

The group has worked with key suppliers throughout the pandemic to ensure the health and safety of employees and customers is the key consideration. The group worked with and supported suppliers to deliver the services possible whilst working within the Government guidance as this has changed over time. To the best of its knowledge, Flagship hasn't encountered any significant issues or increased risks of modern slavery as a result of the pandemic.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 March 2020.



Edward Marcus - Director (Legal) and Company Secretary
Flagship Housing Group Limited
Date: 12 August 2020