

## **Modern Slavery Statement**

### **Introduction from the Director (Legal) 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, and Gasway Services Limited. Gasway Services Limited is the parent company of Blue Flame (Colchester) Limited. The Group has over 1028 employees and operates in East Anglia. The Group has an annual turnover of £155.7m.

### **Our Business**

Our business is organised into five business units:

- Flagship Homes 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
- 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. 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.

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 2019.

Edward Marcus - Director (Legal) and Company Secretary  
Flagship Housing Group Limited  
Date: 25 July 2019