



Slavery and Human Trafficking Statement

1 Introduction from the Tracey Lees, CEO, Wandle.

Wandle and its subsidiaries will not tolerate slavery or human trafficking in any of its forms, in any aspect of our business. We hold ourselves and our supply chain accountable. All our new contracts have clauses which set out our expectations on modern slavery and which require our suppliers to warrant that they comply with the Act and pass this requirement down through their own supply chains.

We recognise that modern slavery is a complex supply chain issue. During 2016/17, we started a review of our supply chain and will conclude this during 2017/18. Our review will identify the suppliers who we have not previously required to provide Modern Slavery warranties and work with them to address this important issue.

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 March 2017.

2 Organisation's structure

Wandle is a housing association, set up as charitable Registered Society.

It is also the parent company of three subsidiaries, which are limited companies.

These are:

- a. Delta Homes Limited, which provides a building and property development service.
- b. Ravensbourne Developments Limited, which is focused on building and selling of outright sale homes.
- c. Unitworthy Property Management Limited, which provides the maintenance service for one block of properties.

The Wandle group has approximately 200 employees and currently all its operations are based in London.

The Group's annual turnover is projected to be £52.8m for 2016/17. The subsidiaries all gift-aid any profit made to Wandle Housing Association.

3 **Our supply chains**

Where Wandle is directly providing services, it complies with UK employment legislation. In other cases, it works with supply chains. These include:

- Recruitment agencies
- Consultants, contractors and sub-contractors
- Suppliers/providers of materials and equipment for the development, maintenance and repair of Wandle homes
- Professional and financial service providers and delivery partners

We expect all these organisations to ensure that their goods, materials and labour-related supply chains comply with the Modern Slavery Act 2015 and from 2017/18 have clauses in all new contracts to require this.

4 **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery in our supply chains or in any part of our organisation. We already take action to ensure that we are compliant with employment law, and many of our contractors and suppliers are in the UK, and so are also required to follow UK employment law.

We realise however, that there may be more that we can do and therefore maintain an ongoing review of best practice to ensure that our policies and processes are updated, with this in mind.

This reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

5 **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk we work to:

- Identify and assess potential risk areas in our supply chains;
 - Mitigate the risk of slavery and human trafficking occurring in our supply chains;
 - Monitor potential risk areas in our supply chains; and
 - Protect whistleblowers. We have an up-to-date whistleblowing policy and procedure.
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6. Further steps

In addition to taking further steps to ensure our supply chain contractually warrants to be slavery free, we are working to reduce payment times to suppliers. We are also moving to longer term contracts which will provide greater stability and certainty to our suppliers.

A handwritten signature in black ink, appearing to read "Tracy Lee". The signature is written in a cursive, slightly slanted style.

Date: 31/03/2017
