

# Modern Slavery and Human Trafficking Statement 2019

April 2019

## Our Commitment

The human rights of people working for or with The Leaders Romans Group ('LRG') is of the utmost importance to us. As per the Modern Slavery Act 2015 we are committed to ensuring that the company has a robust and collaborative approach to addressing Modern Slavery in our industry and within our supply chains.

We have implemented and will be tracking key indicators to ensure we continue to conduct appropriate supply chain due diligence including:

- ♦ adopting a Responsible Supply Chain approach to all of our supply partners
- ♦ recording and maintaining a declaration of commitment from our suppliers
- ♦ reporting and recording the numbers of Modern Slavery reported
- ♦ ensuring our procurement staff are appropriately informed and trained

## Our business

LRG is one of the largest privately owned property services companies in the United Kingdom and offers a wide range of services including lettings, property management, estate agency sales, financial services, surveys, planning, land, new homes and property auctions. It has over 150 branches, employs over 2,000 people and has partnerships with hundreds of suppliers.

How we approach our business is as important as what we do. Our stated Purpose is to be 'Partners in Your Property Journey'. This embodies our approach to building strong working relationships with all our customers and suppliers. Our values are clearly defined around teamwork, a passion to perform, leading not following, doing the right thing and being transparent and easy to deal with.

We select our suppliers carefully and are committed to developing responsible relationships with them all. The delivery of our Purpose to our customers and clients is partly dependent on the quality of these relationships and that all our suppliers fully understand our business expectations and values.

## Our risks

The majority of our suppliers are UK based although some do have an offshore element where people are employed to largely deliver manual operational processes and IT solutions (India, South Africa and Croatia). The vast majority of our suppliers are small companies, partnerships or sole traders.

For the purpose of Modern Slavery we have identified the primary area of risk falls within offshoring. This is because these areas include recruitment and working environments that are widely outside of our direct influence.

## Our commitment to managing our risks

Our procurement processes ensure that all of our suppliers have confirmed to us their commitment to upholding Modern Slavery regulations and principals and this is checked on an annual basis.

If we become aware of Modern Slavery this information is shared with the Leadership team and recorded as part of our governance structure to the Board of Directors. We have also developed dedicated email addresses and communication channels for suppliers to communicate concerns they may have about human rights abuses in our supply chain.

## Training

We are committed to ensuring our core procurement staff undergo training outlining the principals of our Purpose and Values and the implications that human rights abuses in our supply chain can have on our customers, our suppliers, our people and our business.

This statement was approved by the LRG Board in April 2019.

Signed by:

Michael Palmer, Chief Financial Officer, LRG.