
Modern Slavery and Human Trafficking Statement for the Financial Year ending 31 March 2023

Introduction

We recognise that modern slavery is a significant human rights issue and we are committed to having practices to combat slavery and human trafficking and also committed to and support efforts internationally to promote and uphold ethical business practices and policies in relation to the prevention of slavery and human trafficking.

Organisation's structure

We are a provider of new homes in the Housebuilding sector and are one of the leading Housebuilders in the North West of England and Wales. Our business involves buying land, promoting land, obtaining planning permissions for the purposes of residential development and designing, building and selling residential properties in England and Wales. Our business

The Company directly employs over 100 people and the vast majority of our onsite construction work is carried out through sub-contractors. The materials we use to build homes are sourced from external suppliers, the vast majority of which originate in the UK. Our operations mean that we have no direct contact with countries that are generally regarded as being the most likely to have a risk of modern slavery and/or human trafficking.

Our supply chains

Our supply chains include companies who supply raw materials, specialist trade contractors who undertake and supply and fix contracts, labour only sub-contractors, specialist professional organisations who provide a range of services to assist us in the delivery and sale of our developments.

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 and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We also have the following policies in place relevant to modern slavery which we continuously review and update:-

- Anti-Corruption and Bribery Policy
- Whistleblowing Policy

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, we have in place systems 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
- 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 in place a supply chain compliance programme.

Training and awareness

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.

Over the course of the next financial year we are committed to the following action:-

- To ensure, so far as we are able that our sub-contractors meet with our standards of compliance when tendering for new business by informing them of our requirements and standards.

- To ensure our new and recent employees are given training on the Act, to help them identify signs and indicators of modern slavery.
- To continually review our policies and procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing sub-contractors, and in relation to our own operations.

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 31 March 2023 It was approved by the Board on 13 July 2022.

Gwyn Jones

Castle Green Homes Limited

Date: 13 July 2022