



Modern Slavery and Human Trafficking Statement

The Modern Slavery Act requires the publication of a statement setting out how we minimise and address potential slavery and human trafficking risks within our business and supply chain.

This statement sets out Metropolitan Thames Valley's position at 31 March 2021. Metropolitan Thames Valley is the trading name for the Group as described below.

Metropolitan Thames Valley is committed to preventing slavery and human trafficking in its operations, and we confirm that, to the best of our knowledge, there is no slavery or human trafficking within our business or supply chain.

Organisational structure and supply chains

Thames Valley Housing Association Limited is the parent company of the Group which includes, amongst others, Metropolitan Housing Trust Limited and Fizzy Services Management Limited, all of which employ staff. The Group operates within the social, affordable, care and support, private sale and market rent housing sectors. Thames Valley Housing, Metropolitan Housing Trust and Thames Valley Charitable Housing Association are Community Benefit Societies and are Registered Providers of social housing regulated by the Regulator of Social Housing. Metropolitan Thames Valley develops, owns and manages more than 58,000 homes across London, the South East, East Midlands and the East of England. It employs approximately 1,800 staff and for the year ended 31 March 2021 had a turnover of £446M.

MTVH contracts out the development and construction of its properties, care & support, estate cleaning and gardening and maintenance services. The Group's supply chain includes contractors who carry out these services, professional advisors and corporate services providers. The Group's head office is in Farringdon, Central London.

The Group operates solely within the UK and considers that its activities are low risk in terms of slavery or human trafficking.

Due Diligence

Metropolitan Thames Valley meets or exceeds all statutory requirements relating to employment. It is committed to dignity at work and to the fair treatment of all colleagues, who are paid to recognise their roles and responsibilities and in excess of the Living Wage. Metropolitan Thames Valley's recruitment and selection policy includes provisions addressing modern slavery and human trafficking.

The Group's tendering processes follow best practice. When seeking new contractors, bidders are required to provide details of their approach to addressing modern slavery and human trafficking.



As a key performance indicator (KPI) suppliers only qualify if they reach the criteria below:

- 100% of our suppliers must agree to the modern slavery code of conduct during the on boarding process.
- 100% of our suppliers during an evaluation tender process must agree and complete the section on the Modern Slavery Act 2015 before being accepted to work with MTVH.

Metropolitan Thames Valley uses only specified, reputable employment agencies to source labour and always verifies the practices of new agencies before accepting workers from that agency.

Metropolitan Thames Valley's corporate policies are reviewed at least every 3 years. All Policies are approved by the Executive Team or the Board. The main corporate policies which incorporate the identification and approach to slavery and human trafficking are the Whistleblowing Policy, the Procurement Policy, the Safeguarding Policy and the Code of Conduct.

Training and Awareness

Metropolitan Thames Valley has training in place to ensure that colleagues understand the signs of slavery or human trafficking and know what action to take. This is included within the mandatory Safeguarding Awareness course. In addition, an online training course covering understanding and identifying slavery and human trafficking in greater detail is accessible to colleagues. All members of our Procurement Team undergo thorough ethical training, including modern slavery, which they apply in the selection of suppliers. The Act and our approach to reducing slavery and human trafficking is promoted through our intranet and the Safeguarding Policy Statement – Modern Slavery, in addition to employees being required to certify that they have read and understood core corporate policies, including this Slavery and Human Trafficking Statement.

This statement is made pursuant to S54 of the Modern Slavery Act 2015 and constitutes our Modern Slavery & Human Trafficking Statement for the year ended 31st March 2021 and has been approved by the Board, who will review and update the statement annually.

Geeta Nanda, Chief Executive
September 2021