



Anti-Slavery and Human Trafficking Statement 2019-20

About Salix Homes

Salix Homes is a not for profit Co-operative and Community Benefit Society, managing approximately 8000 homes in ownership, with an annual turnover of £40.18m

Salix Homes has approximately 329 employees and is an accredited Living Wage employer.

Our structure is detailed below:



Our commitment

Salix Homes has zero tolerance to slavery and human trafficking.

As an organisation, Salix Homes seeks to act ethically and with integrity in all our business relationships.

Salix Homes is committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in the business or in any of our supply chains. We will not knowingly trade with, support, or work with any business or organisation which is involved in slavery or human trafficking in any way, however remotely or indirectly.

Our Supply Chain

The current Salix Homes supply chain includes major national companies, regional companies and small medium enterprises together with some local family businesses and social enterprises.

The current supply chain includes 381 active suppliers for the 2019/20 financial year, with spend for 2019/20 at £60.3m inc. vat. A breakdown of the annual spend with active suppliers for the financial year 2019/20 is as follows:

- 2 suppliers with spend between £11m up to £13m p/a
- 8 suppliers with spend between £1m up to £6m p/a
- 3 suppliers with spend between £500k up to £1m p/a
- 44 suppliers with spend between £100k up to £500k p/a
- 28 suppliers with spend between £50k up to £100k p/a
- 39 suppliers with spend between £25k up to £50k p/a
- 67 suppliers with spend between £10k up to £25k p/a
- 191 suppliers with spend up to £10k

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Current and known future supply chain impacts will result in a slight shift in figures above, reflecting terminations, new contracts and supersessions that have been awarded since April 2020. Impacts where more detail can be provided upon request, due to the fluidity of supply chain and procurement activity.

For suppliers with significant annual spend levels, a signed contract is in place in line with Salix Homes' Procurement Policy. Since March 2017, suppliers have been required to confirm that they have their own Modern Slavery statement and or policy (if they meet the statutory thresholds).

From November 2016, all new tender exercises have included the legal requirement for Anti-Slavery and Human Trafficking and bidders, as a statutory part of the bidding process driven by Crown Commercial Services, Public Contract Regulations 2015 reflective of OJEU Treaty Principles, and bidders are required to:

- confirm that they have their own Modern Slavery statement (if they meet the statutory thresholds) and provide a copy; and
- accept the inclusion of additional clauses in supplier contracts, confirming that the supplier will take its own steps to eradicate slavery and prohibit the use of forced, compulsory or trafficked labour.

All tender and contract information is stored on the Salix e-sourcing Portal, Delta.

Risk

Salix Homes believes there is a low risk of slavery and human trafficking within our operations. Potential risks are mitigated by our policies and procedures, controls built into our business operations and the knowledge, skills and behaviours of our staff.

Related Policies

Salix Homes has a number of policies and procedures in place that contribute to ensuring modern slavery does not occur in our business or supply chain. These include:

- Whistleblowing Policy
- Safeguarding Policy
- Recruitment Policy
- Anti-Fraud Policy
- Equality & Diversity Policy
- Health & Safety Policies
- Anti-Money Laundering Policy
- Financial Regulations
- Code of Conduct
- Procurement Toolkit

Employee Training

All new Salix Homes employees are required to attend Safeguarding Awareness training within six months of commencing their role. In addition, mandatory Safeguarding Awareness refresher training is provided to all employees, on a three yearly cycle.

Further Actions

During this financial year, Salix Homes intends to further expand the steps it takes to combat modern slavery and human trafficking as follows:

- The Board of Directors and all senior management shall continue to take responsibility for implementing this statement and its objectives and shall provide adequate resources

(e.g. training etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and/or supply chains.

- All employees will be able to access a copy of this Anti-Slavery and Human Trafficking Statement, alongside a briefing note that provides guidance on how to spot signs of Modern Slavery and Human Trafficking and the process that should be followed to report such incidents.
- All relevant policies will be reviewed to ensure they continue to reflect our commitment to the Modern Slavery Act 2015.
- Reviewing our tender documents and contract terms and conditions to ensure they support out zero tolerance ethos.
- Undertaking audits and spot checks of our high-risk areas such as:
 - Procurement
 - Employment
 - Service Delivery

Conclusion

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Salix Homes' Anti-Slavery and Human Trafficking Statement for the financial year ending 31 March 2020.

It was approved by our Board on 29 September 2020.

Signed:

[signed version on file]

Grainne Heselwood – Chair of Salix Homes Ltd

Date: 29 September 2020