



Modern Slavery and Human Trafficking Statement

The Modern Slavery Act requires the publication of a statement setting out how Metropolitan Thames Valley (MTVH) minimises and addresses potential slavery and human trafficking risks within our business and supply chain.

This statement sets out position at 31 March 2024. MTVH is the trading name for the Group as described below.

MTVH 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, which employ staff. The Group operates within the social, affordable, care and support, private sale and market rent housing sectors. Thames Valley Housing Association Limited and Metropolitan Housing Trust Limited are community benefit societies and are Registered Providers of social housing regulated by the Regulator of Social Housing. MTVH develops, owns and manages more than 57,000 homes across London, the Southeast, East Midlands and the East of England. It employs approximately 2,000 staff and for the year ended 31 March 2024 had a turnover of £423M.

MTVH works with partners to develop and build new properties, and contracts out some of its 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

MTVH 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 at the Living Wage or above. MTVH's safer recruitment procedures includes provisions addressing modern slavery and human trafficking.

MTVH'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.

MTVH's Procurement key performance indicators (KPIs) include that 100% of suppliers, as part of the tender evaluation process and new supplier onboarding process, must complete and comply with the section on the Modern Slavery Act 2015 before being accepted to work with MTVH.

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

MTVH's corporate policies are reviewed on a cyclical basis and are approved in line with an agreed process. 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

MTVH has training in place to ensure that colleagues understand the signs of slavery or human trafficking and know how to report this. This is included within the mandatory Safeguarding Awareness course, which is taken by all colleagues every year. 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 and employees are 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 31 March 2024 and has been approved by the Board, who will review and update the statement annually.

A handwritten signature in black ink, appearing to read 'M Barrett', with a long horizontal flourish extending to the right.

Melbourne Barrett, Chief Executive
September 2024