

Modern Slavery

Modern Slavery and Human Trafficking Statement 2024/25

Abri is a large housing provider who own and manage more than 50,000 homes and various community assets, serving 114,000 customers. As we grow, we're re-establishing our strong local presence to provide a really good service. Abri has adopted a regional approach to service delivery, with our operating area split into three, each with their local governance and leadership. This will ensure our colleagues are more visible, accountable and better connected to our customers and local communities to meet their diverse needs.

Abri Group Limited is the charitable parent organisation of a [number of subsidiaries](#) together known as 'Abri'. This statement constitutes Abri's slavery and human trafficking statement. It is reviewed and updated annually and applies to the relevant subsidiaries of Abri Group Limited.

Organisational Structure

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Our Commitment

Abri recognises the detrimental effect modern slavery has on individuals across the globe and we are committed to acting ethically within our business, and with others, to combat Modern Slavery.

We take a zero-tolerance approach to modern slavery across all areas of the organisation, as well as in our supply chains. We are committed to ensuring we are not connected to modern slavery in

any way and our aim is to ensure that our business always operates in an open and transparent way.

Our commitment is reflected in our Anti-slavery and Human Trafficking Policy, which is available on request.

Our customers and communities

Abri has always sought to combat exploitation in its communities. Consistent with Abri's corporate strategy, we want to tackle inequalities we can see across our geography. This means making strong, positive and life-changing contributions to our communities based on our growing understanding of the needs of those who live in them. Continuing to understand and address the risks of modern slavery in our neighbourhoods is important for us as we work hard to create thriving communities.

Our People

Our people policies emphasise our commitment to creating an inclusive environment in which colleagues are free from discrimination, harassment or victimisation.

We encourage a positive work-life balance and promote colleague wellbeing through a variety of initiatives covering physical health, mental health and financial wellbeing. Colleagues may raise concerns under our Whistleblowing Policy, Respect at Work Policy, or Grievance Policy. Colleagues also have access to a free, independent and confidential Employee Assistance Programme.

We maintain robust recruitment processes and our Resourcing Procedure contains all relevant requirements with regards to checking eligibility to work in the UK, employment reference checks, and any additional necessary checks such as DBS (Disclosure and Barring Service).

All our colleagues are issued with an employment contract which adheres to relevant UK employment legislation. Our job evaluation process helps to ensure that pay is fair and consistent.

Our Supply chain

Abri's procurement activities operate in England. We aim to run our business to the highest standards and support the principles of the Act and the abolition of modern slavery and human trafficking.

Most of our suppliers and contractors are UK based companies but we know there will be some high-risk categories within our supply chain from construction, repair and maintenance and facilities management to some of the materials we purchase from overseas countries, for

example, building materials and mobile technology. Managed by a dedicated procurement team, we follow The Public Contract Regulations 2015 which govern good practice in procurement and seek to engage with reputable suppliers who comply with all relevant legislation, regulation and good practice.

Supplier's adherence to our values

Abri is committed in helping to tackle modern slavery and we strive to establish excellent working relationships with all in our supply chain to ensure they share and work towards the same values we hold. Our standard contract terms include requirements for all suppliers to comply with the Act which helps us to ensure compliance with the Act.

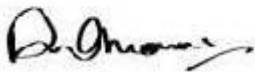
Our actions

We continue to raise awareness of modern slavery with customers, colleagues and with our supply chain and we ensure our training content remains fit for purpose. We continue to promote our work with Crimestoppers and encourage all to report crime when they see it. In the coming year we will:

- review and refresh the modern slavery mandatory training programme for our colleagues
- review and revise the Procurement and Contract Management Policy
- review contracts across the business and ensure Modern Slavery Statements are in place where applicable

This statement is made pursuant to section 54(1) Modern Slavery Act 2015 and was approved by the Board of Abri.

Signed by:



Wayne Morris
Group Chair

31 July 2024