



Modern Slavery Statement 2024-25

Introduction

Salix Homes is committed to implementing and enforcing effective systems and controls to ensure modern slavery, in all its forms, is eradicated throughout our direct operations and wider supply chain.

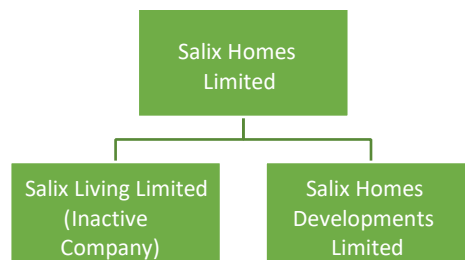
This statement sets out Salix Homes' commitment to recognising and eradicating modern slavery (encompassing human trafficking, slavery, forced labour, servitude and exploitation).

As an ethical social housing provider, Salix Homes takes a zero-tolerance approach to modern slavery and human trafficking, seeking to act with transparency and integrity in all our business transactions.

Salix Homes will not knowingly trade with, support, or work with any business or organisation suspected or found to be involved in modern slavery or human trafficking in any way, however remote or indirect.

About Salix Homes

Salix Homes is the parent organisation for the Salix Homes Group (SHG), which comprises of the following organisations:



Salix Homes Ltd. – Registered as a Community Benefit Society with the FCA - Registration number: 7501. Also registered with the Regulator of Social Housing: 4609

Salix Homes Developments Ltd (SHDL) – Company Number: 10359332

Salix Living Ltd (SLL) – Company Number: 10359220 (currently inactive)

The Registered Office for all organisations is Diamond House, 2 Peel Cross Road, Salford, M5 4DT.

A Registered Provider of social housing since 2015 following the transfer of stock from Salford City Council, Salix Homes (SH) owns and provides housing and housing management related services to around 8,500 homes across Salford and Trafford, Greater Manchester. The Association has an annual turnover of around £45m and employs around 300 people.

Salix Homes' business is primarily centred around the following services:

- Housing and tenancy management services (to a variety of tenure types including general needs, housing for older people, affordable rent and shared ownership)
- The letting of properties for rent
- The development of new homes
- The repair and maintenance of our housing stock and neighbourhoods
- Rent and financial inclusion advice
- Tenancy sustainment support

Salix Homes' commitment to fairness and equality, challenging the unacceptable and having a positive impact on all those who cross our organisational path is reflected in our values of being:

- Trustworthy
- Successful
- Inclusive

Salix Homes Developments Ltd – is a wholly owned subsidiary of Salix Homed Ltd. It is a non-asset holding entity – established to construct and develop new properties on behalf of the parent.

Salix Living - currently inactive

This statement covers Salix Homes Limited and all of the above subsidiaries.

Responsibility

This statement has been approved by the Board of Salix Homes.

The Senior Management Team is responsible for overseeing our anti-slavery activities, led by the Chief Executive Officer and the Company Secretary.

Individual Managers are responsible for the day-to-day implementation of Salix Homes' policies and procedures, ensuring that their teams are aware of their responsibilities in making our activities against slavery and human trafficking effective.

The prevention, detection and reporting of any instances or concerns of modern slavery is the responsibility of all colleagues.

All colleagues are encouraged to raise any concerns at the earliest possible stage.

Risk Assessment and Management

The Salix Homes Group manages risk according to its Risk Management Framework. Risks are managed on an ongoing basis and are regularly reviewed by the Audit & Risk Committee, Board and Senior Management Team.

Our Risk Management Framework is subject to external review and scrutiny by our external Risk and Strategy Advisors and Internal Auditors. Our risks are externally reviewed to ensure that they are appropriate to the work of the Association and are in line with the

expectations of the Regulator of Social Housing (RSH).

Currently, there are no areas of the Associations business that are considered to represent a high level of risk of modern slavery and/or human trafficking. Potential risks are mitigated by our policies and procedures, controls built into our business operations and the knowledge, skills and behaviours of our staff.

Our Supply Chain

Salix Homes' supply chain is wide and diverse - from building and maintenance contractors through to suppliers of goods and services. The majority of these suppliers are based and trade in the UK.

For suppliers with significant annual spend levels, a signed contract is in place in line with Salix Homes' Procurement Policy.

Salix Homes is committed to continuously improving our procurement practices in relation to tenders and contracts, to ensure they reflect best practice and legislative requirements, and that modern slavery remains a key consideration in all procurement activities.

Salix Homes seeks to actively mitigate the risk of modern slavery and human trafficking occurring in the delivery of our services and throughout our supply chain by:

Organisation

- Having in place an approved and robust Safeguarding Policy and Procedure.
- Training and awareness sessions.
- Being a member of several safeguarding multiagency groups.
- Liaising with community partners to understand and prevent criminal behaviour.
- Offering a range of services to support customers including new and current tenant visits, provision of tenancy support and additional welfare support for vulnerable customers. Such interactions provide opportunities for employees to see customers in their home environment and flag any safeguarding concerns first-hand.
- Having officers who are tasked with identifying and investigating possible fraud and possible modern slavery activities.
- Providing a confidential reporting process for employees, contractors and suppliers to report any serious concerns whilst working with Salix Homes' customers, including the abuse or neglect of vulnerable people.

Colleagues

- Paying all colleagues at least the living wage.
- Employing all our colleagues directly or through reputable agencies.
- Requiring all colleagues to provide right to work documentation prior to commencing employment.
- Having open and fair recruitment and selection practices supported by Salix Homes' policies and procedures.

Suppliers

- Requiring suppliers to confirm that they have their own Modern Slavery Statement and/or policy in place (should they meet the statutory thresholds).
- Ensuring all tender exercises include the legal requirement for bidders 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.

Effectiveness

Salix Homes recognises the importance of measuring the effectiveness of the risk mitigations put in place.

Our primary source of assurance, in relation to Salix Homes' supply chain, is the procurement evaluation process for suppliers which should demand visibility of supplier/contractor Modern Slavery Statements (where applicable) and/or policies.

Internal auditors are tasked with periodically reviewing Salix Homes' approach to safeguarding as part of the approved Internal Audit Plan.

Our People Services Team maintain records of colleague training which provides assurance that key personnel are keeping up to date with latest, best practice developments in relation to modern slavery and safeguarding.

Training

All new Salix Homes colleagues are required to complete both Adult and Child Safeguarding Awareness e-learning training within six months of commencing employment. The training aims to educate and empower our colleagues to identify potential risk factors and at-risk groups, including signs of exploitation and how to respond to them.

In addition, mandatory Safeguarding Awareness refresher training is provided to all colleagues every two years.

Reporting Concerns

The Salix Homes Group requires all colleagues and contractors acting on our behalf to raise any concerns or suspicions of incidents of modern slavery or human trafficking. In line with our Safeguarding Policy and procedures, colleagues are able to register any concerns with management for further investigation and review.

In the event of a serious concern requiring an immediate emergency response, colleagues may also contact the Police direct by calling 999. They may also contact the Modern Slavery Helpline on 0800 0121 700 or Crimestoppers on 0800 555 111.

Colleagues may also raise any concerns directly with the Chief Executive Officer, any member of the Senior Management Team or the Company Secretary.

No concerns or incidences of modern slavery or human trafficking were reported during 2023/24.

Policies and Procedures

Salix Homes has several policies, procedures and documents in place which seek to ensure the risk of modern slavery to our business and supply chain is minimised. These include:

- Anti-Fraud and Anti-Money Laundering
- Anti-Social Behaviour, Hate Crime and Domestic Abuse
- Asset Management and Investment
- Code of Conduct (NHF)
- Equality, Diversity and Inclusion
- Financial Regulations and Scheme of Delegation
- Health and Safety
- Household Members, Lodgers and Sub-Tenants
- Probity
- Procurement
- Recruitment and Selection
- Safeguarding
- Tenancy Fraud
- Whistleblowing

Achievements 2023-24

Salix Homes undertook the following actions to combat modern slavery and human trafficking during 2023-24:

- Board members and all senior management took responsibility for implementing this statement and its objectives and provided adequate resources/investment to ensure that slavery and human trafficking was not taking place within the organisation and/or supply chains.
- All colleagues were able to access a copy of this Modern Slavery and Human Trafficking Statement, alongside a briefing note that provided 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 continue to be reviewed as part of an annual schedule to ensure they continued to reflect our commitment to the Modern Slavery Act 2015.
- Tender documents and contract terms and conditions continue to be reviewed to ensure they supported our zero-tolerance ethos.
- Salix Homes continued to raise awareness and understanding of the risk of modern slavery and human trafficking across the organisation.
- Salix Homes continued to undertake assessments with key suppliers to review what they are doing to reduce the risk of modern slavery in their supply chains.
- Salix Homes completed audits of our high-risk areas such as contract management

Ongoing Commitment 2024/25

Salix Homes is committed to ensuring, as far as possible, that there is no modern slavery or human trafficking in any part of our business. Salix Homes are committed to:

- Continuing to raise awareness of modern slavery and human trafficking across our business areas, supply chains and local communities.
- Adding modern slavery to the schedule of colleague communications.
- Continuing to review the processes and procedures for the reporting of modern slavery concerns.

Declaration

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Salix Homes' Modern Slavery and Human Trafficking Statement for the financial year ending 31 March 2025. This statement will be reviewed and published annually.

Signed:

A handwritten signature in black ink that reads "J. Rattle". The signature is written in a cursive style with a large initial "J" and a stylized "R".

**Chair of the Board
Salix Homes Ltd**

Date: 17 September 2024