



L&Q STATEMENT ON MODERN SLAVERY 2018

L&Q is one of the UK's leading housing associations and one of London's largest residential developers. We own or manage approximately 90,000 homes in London and the South East.

We are an exempt charity committed to a wider social responsibility. This commitment has been integrated throughout the work of the organisation.

We are committed to ensuring that we comply with our legal and regulatory responsibilities, including the Modern Slavery Act 2015. We take care to ensure that slavery and human trafficking does not exist in any part of L&Q's business or supply chain.

As a landlord we are working on identifying how modern slavery and human trafficking may affect our customers. We come across a wide range of customers who reflect a diverse variety of backgrounds and needs. We recognise that isolated residents and people with learning difficulties may be particularly vulnerable or at risk.

Our safeguarding of vulnerable adults policy highlights modern slavery and all staff undergo baseline safeguarding training to build awareness and understanding of our vulnerable customers, how to identify potential risk factors and at risk groups, including signs of exploitation and respond to them. The extent of safeguarding training staff undergo varies depending on their role, but all customer-facing staff must attend formal classroom training and managers working with vulnerable customers must attend an intensive two-day safeguarding course.

We have a dedicated safeguarding team in place that is available to offer advice and guidance to members of staff across the Group and we hold quarterly cross-departmental safeguarding committee meetings.

We will, through our unauthorised subletting, tenancy fraud and tenancy management policies and procedures, aim to ensure that we understand who is living in the properties we manage.

As an employer we are committed to paying our staff the relevant wage set out by the Living Wage Foundation; or the National Living Wage for apprentices.

We manage projects and procurements where services and products are sourced from suppliers. Most of these products are not sourced by us directly but are sourced by our contracted suppliers of services, goods and works. As an organisation that does not wish to work with any business knowingly involved in slavery or human trafficking

in any part of its operations, we are taking the following steps:

- Requiring new suppliers to declare that they are not involved in slavery or human trafficking and have not been subject to any investigation in connection with any offence involving slavery or human trafficking
- Incorporating provisions in our template contract and sub-contract documentation requiring our suppliers to take appropriate steps to ensure that there is no slavery or human trafficking in their supply chains
- Updating our tender documentation to notify all suppliers we expect them to comply with the Modern Slavery Act
- Developing and publishing our Code of Conduct for L&Q Suppliers on the L&Q website. This will include the requirement that all suppliers comply with the Modern Slavery Act
- Identifying those procured goods/services carrying the highest risk of modern slavery within their supply chain and requiring our suppliers/contractors to confirm the steps taken to ensure there is no slavery or human trafficking in their supply chains
- A whistleblowing policy for all staff.

We will assess any evidence of non-compliance and will take appropriate remedial action. We will only trade with those who comply with this statement and the terms of our contracts or those who are taking verifiable steps towards compliance.

This statement is made under section 54(1) of the Modern Slavery Act 2015. It constitutes our Group's slavery and human trafficking statement for the financial year ending 31 March 2018. The turnover of the L&Q Group exceeds £36 million for that period.

This statement will be reviewed and updated on an annual basis and is approved by L&Q's Group Board. It applies to all companies and organisations within the Group with the exception of the Gallagher Estates portfolio, the L&Q Group's strategic land business, which has a separate statement that reflects the distinct nature of its activities.

David Montague
Group Chief Executive