

Westone Housing Ltd
Modern Slavery & Human Trafficking Statement Policy



Introduction

Westone Housing Ltd is committed to preventing slavery and human trafficking violations in our own operations, throughout our supply chains, and within the products we offer. We have zero tolerance towards modern slavery and require all entities within our supply chain to comply with our values. We operate under a comprehensive framework of internal policies to ensure ethical and transparent business practices, including:

- **Recruitment and Selection Policy:** We mandate rigorous identity checks and require proof of the right to work and residency before employment commences.
- **Safeguarding Policy:** We recognise our responsibility to promote the welfare of vulnerable individuals. Safeguarding is embedded across all Westone Housing Ltd services, empowering staff to protect rights and prevent abuse, exploitation, and intimidation.
- **Whistleblowing Policy:** We encourage all employees, customers, and business partners to report any concerns related to the direct activities, or the supply chains of, the organisation.

Supplier Management and Due Diligence

Westone Housing actively monitors potential risks within our supply chains through the following due diligence practices:

- **Risk Assessment:** We conduct assessments to identify potential risks based on geography, industry nature, and worker vulnerability.
- **Supplier Code of Conduct:** All suppliers must agree to our code, which strictly prohibits the use of forced, compulsory, or trafficked labour.
- **Monitoring and Audits:** We reserve the right to conduct periodic reviews of supplier practices to ensure adherence to our standards.
- **Non-Compliance:** We maintain clear procedures for addressing violations, which may include corrective action plans or the immediate termination of the business relationship.

Training and Awareness

We recognise that staff awareness is our first line of defence. All employees are required to complete mandatory training, with annual refreshers, covering:

- How to identify the signs of slavery and human trafficking.
- The internal procedures for reporting suspected violations.
- The specific risks within our industry and geographic locations.

Performance Indicators (KPIs)

To measure the effectiveness of our efforts, Westone Housing monitors the following:

- **Training Completion:** 100% of staff must complete modern slavery awareness training annually.
- **Supplier Compliance:** The percentage of active suppliers who have formally signed our Supplier Code of Conduct.
- **Reporting:** Monitoring the number of reported concerns and the speed/efficiency of subsequent investigations.

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Transparency and Accountability

This statement is published on our website and made available to all stakeholders. We are committed to continuous improvement and will review this statement and our related practices on an annual basis.

Board Approval This statement has been approved by the Board of Directors of Westone Housing Ltd.

Version 9.0

A handwritten signature in black ink, appearing to read 'M Clarke', is positioned above the 'Signed' text.

Signed

Name: Matt Clarke

Date: 03/03/2026