Statement on Modern Slavery

L&Q

L&Q is one of the UK's leading housing associations and one of London's largest residential developers. We own or manage approximately 105,000 homes, primarily across 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 continue to 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 alert to all forms of modern slavery, particularly those that may exist in our tenancies. We continue to work on strengthening our ability to identify and thereby act on this form of resident vulnerability, exploitation and fraud.

We come across a wide range of residents with 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 adults at risk policy highlights modern slavery as a type of abuse. The types of abuse included in our policy comply with those defined in the Care Act 2014. We fully understand the safeguarding duties that apply under the Care Act and our responsibilities as a social landlord to keep people safe from abuse or harm.

This year we continued to focus on training and raising awareness with the introduction of our bespoke mandatory e-learning training on modern day slavery and human trafficking. Staff are also required to complete our safeguarding adults and children at risk e-learning training, regardless of their role. This is refreshed on an annual basis and falls under our approach of safeguarding being 'everyone's business'. Front line staff such as care workers and housing officers must also attend further classroom training.

Through our unauthorised subletting, tenancy fraud and tenancy management policies and procedures, we have continued to try and make sure that we know who is living in the properties we manage.

As an employer, we continue to pay the living wage rate as set out by the Living Wage Foundation as a minimum for all staff other than apprentices, who receive the National Living Wage as a minimum.

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 knowingly with any business involved in slavery or human trafficking in any part of its operations, we have taken the following steps:

- We require 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
- Suppliers engaged without group procurement involvement are always informed of our zero tolerance approach to modern slavery

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- We recognise the need to pay particular attention to those procured goods/services carrying the highest risk of modern slavery within our supply chain, namely construction, agriculture and textiles
- Our template contract and sub-contract documentation include provisions requiring our suppliers to take appropriate steps to ensure that there is no slavery or human trafficking in their supply chains
- Our tender documentation notifies potential suppliers that we will expect them to comply with the Modern Slavery Act
- We have published a Supplier Code of Conduct on the L&Q website. This includes the requirement that all suppliers comply with the Modern Slavery Act
- We continue to work with the Living Wage Foundation and have sought internal governance approval to obtain full accreditation as a Living Wage Foundation employer in 2024/25. This will involve embedding new clauses in our supplier contracts binding our suppliers to pay the Living Wage rates
- We have a Modern Slavery and 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.

Future Plans

As part of our rollout of Category Management we will undertake more visits to tier 1 suppliers. This will provide greater visibility and assurance of labour practices including identification of activity that could constitute modern slavery.

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 2023.

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 L&Q Estates portfolio. This is the L&Q group's strategic land business, which has a separate statement that reflects the distinct nature of its activities but is consistent with the group policy.

Fiona Fletcher Smith
Group Chief Executive

L&Q

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London & Quadrant Housing Trust and its subsidiaries are listed below.

Subsidiary	Activity
L&Q New Homes Limited	Property development and housing for open market sales
Quadrant Construction Services Limited	Provision of design and build services and acting as principal contractor to members of Group
Quadrant Housing Finance Limited	Bond finance provided to Group members
L&Q PRS Co Limited	Management and ownership of properties available for lettings in the private rental market
L&Q Living Limited	Provision of care services and supported housing
L&Q Energy Limited	Provision of energy services
East Thames Partnership Ltd	Delivery of housing for sale
East Regen Ltd	Development, design and construction of housing schemes
East Place Ltd	Housing for open market sales and partner in Triathlon Homes LLP
THT Developments Limited	Property development

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