

Modern Slavery Statement

Introduction

Nicholas King Homes is committed to trading ethically with zero tolerance for modern slavery, human rights violations and child labour. We are committed to ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains.

This statement outlines our approach to ensuring that slavery and human trafficking do not occur in any part of our business.

This is Nicholas King Homes Modern Slavery Statement for the period 1st July 2024 to 31st June 2025 published in compliance with the Modern Slavery Act 2015.

Our Organisation

Founded in 1991, Nicholas King Homes has developed over 2,000 houses and apartments in Buckinghamshire, Berkshire, Surrey, Hertfordshire and London.

During the last 33 years we have completed a wide range of developments ranging from schemes of a small number of detached luxury homes to two, three and four bedroom family home developments and also apartment developments. Typically, we build between 10 and 50 homes although some of our larger developments exceed this number. We have also built mixed use schemes as well as new offices, retail showrooms and restaurants. We predominately build in and around the Home Counties and South East of England with an aim to create homes with the customer at the heart of everything we do. Each development has been carefully considered to complement the local surroundings, yet all share the same ethos and come with the same level of customer service. We always place the local community needs front and centre of every development.

We have developed a reputation for providing high quality new homes, which represent value for money together with an industry leading level of customer service.

Our head office address is at 10 Penn Road, Beaconsfield, Bucks, HP9 2LH.

Our Supply Chains

Our business requires us to identify and acquire developable land, obtain planning permission and plan and build quality homes. Our supply chains therefore principally involve the supply of suitable labour and subcontractors and the purchasing of housebuilding materials from suppliers.

It is widely acknowledged that the construction industry is a high-risk sector for modern slavery and human trafficking, largely due to the demographics of the temporary labour workforce and complex supply chains. We aim to ensure that we only work with credible suppliers and contractors so as to limit the potential risk of modern slavery or human trafficking within our business and supply chain.

Agency Workers and Subcontractors

On occasions we engage a number of subcontractors and agency workers to supplement our employee base. All the subcontractors and agency workers we use are UK based. They range in size, from individual tradespeople to larger subcontractors in disciplines such as groundworks.

We are committed to ensuring that any employment agencies which supply us with workers, and any sub-contractors we use, are advised of our Anti-Slavery Policy and show a similar commitment to eliminating slavery and human trafficking as we do.

We expect all employment agencies to comply with their own obligations under UK law in respect of their business, including all agency regulations and employment laws.

Our Employees

We comply with, as a minimum, all employment law requirements in the United Kingdom and honour important rights such as national minimum wage and paid holiday requirements. We also ensure that all our employees have the right to work in the UK.

Material Suppliers

Most of the goods we buy are produced either in the UK or in jurisdictions that have well established frameworks for stakeholder protections. We are committed to ensuring that all suppliers are advised of our Anti-Slavery Policy and confirm that they will comply with its terms or show a similar commitment to eliminating slavery and human trafficking in their business and own supply chain.

Our Policies on Slavery and Human Trafficking

Our Anti-Slavery Policy applies to all staff and is incorporated into our agreements with both sub-contractors and suppliers.

Our Policy outlines our zero-tolerance approach to modern slavery and human trafficking and is committed to acting ethically and with integrity in all our business dealings and relationships. It also sets out what actions individuals should take if they are concerned that slavery or human trafficking is taking place in our business or supply chain.

To ensure that the risk of slavery or trafficking is prevented, we will engage with sub-contractors and suppliers to require that they improve their practices where concerns are identified.

Our Policy is complimented by our: -

Whistleblowing Policy
Anti-Bribery Policy
Health and Safety Policy
Harassment Policy

Our policies are reviewed on an annual basis.

Training

Our board of directors have received a briefing on the risks of modern slavery and human trafficking in our supply chains and our business.

All existing employees have been provided with a copy of our Anti-Slavery Policy contained within our Employee Handbook. They are invited to raise any questions or concerns that they may have.

All new employees will be advised of the importance of our policy as part of their induction.

This policy has been approved by the Nicholas King Board of Directors and is effective as of 1st July 2024. All employees and partners are expected to comply with this policy.

This statement is signed for, and on behalf of, the board.

A handwritten signature in black ink, appearing to read 'N BILSLAND', written over a horizontal line.

Nick Bilsland

Chief Executive Officer