Anti-slavery and Human Trafficking Statement

Introduction

Emeria Res UK Newco (Emeria UK) has four decades of experience as a full-service residential service provider.

Our active operating businesses can be found at the end of this statement.

This is our seventh Modern Slavery Statement published in response to the Modern Slavery Act 2015 (the "Act"). Since our sixth statement for the year ending December 2021, we continue to maintain our zero-tolerance approach to modern slavery and human trafficking. We are committed to undertaking business ethically, with a zero tolerance for modern slavery and human rights violations, child and forced labour or human trafficking in any form, in our own organisation and our supply chain.

This statement is for the period 1 January 2022 to 31 December 2022 published in compliance with the Act. It sets out steps taken by the operating businesses to prevent human trafficking and slavery in our business and supply chain.

RESPONSIBILITY

The Chief Executive, on behalf of the board, is responsible for this statement. Individual Directors are accountable for compliance with the Act. Divisional Managers are responsible for their local supplier relationships and compliance with the requirement of the Act.

This statement will be reviewed and published annually on the UK Government portal and our operating company websites.

ABOUT OUR OPERATING BUSINESSES AND ITS SUPPLY CHAIN

FirstPort Group Limited

FirstPort operates solely in the UK and looks after over 350,000 homes on behalf of customers, landlords, developers and other property owners. We have approximately 3,600 employees and an annual turnover of £99 million (year ending 31st December 2022).

Our principle activities include managing residential properties across the UK ranging from the common parts of large estates, to blocks of flats and retirement housing.

Further details of our business structure can be found on our website at www.firstport.co.uk.

Mainstay Group Ltd

Mainstay operates solely in the UK and are committed to delivering the highest levels of service, to our customers and clients with market-leading professional services and solutions. We have approximately 400 employees and an annual turnover of £30 million (year ending 31st December 2022).

We pride ourselves on our decades of experience. Our highly skilled, experienced and innovative people work together to support businesses of all shapes and sizes to

achieve their goals. From property managers to freeholders and from commercial clients to developers, we offer expertise for Business Services, Asset Management, Building Solutions and Facilities Management.

Further details of our business structure can be found on our website at www.mainstay.co.uk.

Campions Group Limited

Campions operates solely in the UK and are passionate about helping people find the right property for their individual needs and we pride ourselves in offering a personal, tailored service to all our clients. We have approximately 50 employees and an annual turnover of £2.1 million (year ending 31st December 2022).

Our principal activity is that of residential sales and lettings in the UK Housing market.

Our active operating businesses compromises of subsidiaries which can be found on their websites and are covered by this statement.

Across our operating businesses we pay all of our directly employed workers at least the statutory UK National Minimum Wage or the UK National Living Wage (as applicable to the age of the worker.)

We take steps to ensure that all of our employees are eligible to work in the UK, either as part of our own recruitment process for directly employed employees or via our agency suppliers process.

Our centralised procurement function continues to manage our suppliers. We continue to use an online procurement system providing access to approved contractors.

Our procurement strategy will continue to focus on working with suppliers that have leading health and safety and internal governance standards, whilst also offering value for money and exceptional customer service.

POLICIES ON SLAVERY AND HUMAN TRAFFICKING & BUSINESS CODE OF CONDUCT

Emeria UK are committed to ensuring that there is no modern slavery or human trafficking in our supply chains (which includes but not limited to business partners, suppliers, sub-contractors and other third parties who provide or deliver any goods or services to us).

We act ethically and with integrity in all our business relationships, and we have effective systems and controls to prevent slavery or human trafficking taking place in our supply chain.

We only work with companies who share our principles and who are happy to work to our policies on health and safety, ethics, prevention of tax evasion and anti-bribery and corruption. We will work with suppliers to support any improvements required, however, we will also take appropriate action if we suspect that suppliers or sub-contractors are not meeting our standards.

Emeria UK has an internal Modern Slavery Policy that informs our employees of their obligations and tells them how to report any suspicions of slavery that they may have.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we currently have systems in place to:

Identify and assess potential risk areas when considering taking on new suppliers.

Mitigate the risk of slavery and human trafficking occurring in our supply chains. We have updated our general terms and conditions to ensure full compliance with the Act.

Continue to monitor potential risk areas in our supply chains, and ensure all new contracts contain audit rights.

Protect whistle-blowers by operating a confidential whistleblowing helpline run by Safecall which enables our employees and members of our supply chain to report any concerns (including any concerns regarding slavery and human trafficking).

SUPPLIER ADHERENCE TO THE MODERN SLAVERY ACT 2015

Emeria UK has a zero-tolerance approach to slavery and human trafficking. To ensure contractors comply with the Act, we continually monitor our supply chain.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in the supply chains, we continually work on our training plan for key employees within Emeria UK.

OUR CONTINUED COMMITMENT

We recognise the importance of maintaining constant vigilance to identify and address any issues associated with slavery and human trafficking in our organisation and throughout our supply chains. We are committed to continuing to enhance our capacity to identify, prevent and mitigate any actual or potential risks.

This statement was approved by the board of Emeria UK on 04 September 2023 and is made pursuant to Section 54 of the Modern Slavery Act 2015.



Ouda Saleh
Chief Executive Officer

Emeria Res UK Newco Limited

Date: 4 September 2023