



Modern slavery statement

Introduction

Futures Housing Group (The Group) is committed to preventing slavery and human trafficking in its corporate activities and to ensuring, as far as reasonably practicable, that its supply chains are free from slavery and human trafficking.

This statement sets out The Group's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at preventing slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 April 2024 to 31 March 2025.

Organisational structure and supply chains

We are a registered provider of social housing, providing more than 10,000 homes throughout the East Midlands. The Group's business plan includes development of homes for rent, homes for sale, shared ownership and private-market rent.

The Group comprises the following companies all based and operating in the UK: Futures Housing Group Ltd, Futures Homescape Ltd, Futures Homeway Ltd, Five Doorways Homes Ltd, Futures Living Limited and any other subsidiary companies from time to time.

The Group's supply chains

The Group acknowledges its responsibility to comply with the Modern Slavery Act 2015 and aims for transparency within the organisation and with suppliers of goods and services to the organisation.

The Group's procurement process requires all new suppliers to complete a due diligence assessment.

Suppliers are required to demonstrate that they provide safe working conditions where necessary and act ethically and within the law in their use of labour.

The Group will not knowingly support or deal with any business involved in slavery or human trafficking and will work to terminate any business relationship where it becomes apparent a supplier does not adhere to the expectations of the Group.

Relevant policies

In keeping with the Group's commitment to act with integrity in all its business activities, many of its existing policies are relevant to the prevention of slavery or human trafficking in any part of its business or that of its supply chains.

The Group's Code of conduct sets out the behaviours expected from partners in their dealings with colleagues, customers, suppliers and external partners. The Group strives to maintain the highest standards of employee conduct and ethical behaviour when undertaking activities and managing its supply chain.

The Group encourages its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the Group. The Group's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

Risk assessment and due diligence

There are currently no activities that are deemed as at a high risk of slavery or human trafficking. The risk of slavery and human trafficking within the Group is substantially avoided and mitigated through its framework of policies and procedures as well as an annual review of the Group's Operational Risk Map.

Employee 'Right to Work'

The Group undertakes 'Right to Work' checks on all direct employees and contractors prior to them commencing any role or work with the business. This includes checking, where applicable, that the proposed employee has a valid work permit and is of an appropriate age to work.

Training and awareness

General awareness is promoted throughout the Group through the training and attention given to expected behaviours, Dignity at Work and the Code of Conduct.

Training is provided to relevant partners where it is deemed there is a higher risk and therefore a requirement to understand in more detail the implications of modern slavery and human trafficking.

The Group has raised awareness of modern slavery issues by providing information on the Group's intranet and requiring all partners to complete mandatory awareness training on our eLearning platform.

The information provided explains to partners what they can do to identify and flag up potential slavery or human trafficking issues to the relevant parties within the Group and what external help is available, for example through the Modern Slavery Helpline.

Effectiveness and performance review

The Group does not have key performance indicators specifically in relation to slavery or human trafficking as any instance would be considered to be a breach of employment laws, its direct employment practices, Code of Conduct, wider Group policies and / or supplier standards.

However, the business practices that relate to the mitigation of slavery or human trafficking risk do have internal performance measures which will be routinely monitored. Therefore, over the course of the next financial year we will continue to review and, where required, enhance our procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the current financial year. This statement will be reviewed annually and published.

Signed on behalf of Futures Housing Group:



Tim Mulvenna
Group Chief Executive