

## Modern Slavery and Human Trafficking Statement 2018

### INTRODUCTION

This is Choice Housing Group's third statement on slavery and human trafficking following the introduction of the Modern Slavery Act 2015 (the "Act"). The objectives of the Act are fully supported by Choice Housing Group and we are committed to improving our practices to combat slavery and human trafficking in our supply chains.

This statement has been approved by the board of directors of Choice Housing Ireland Limited on behalf of Choice Housing Group. A new statement will be published each year on the Choice website at; <https://www.choice-housing.org>

### ORGANISATION'S STRUCTURE

We are an independent housing association in Northern Ireland, providing homes, care and support services to a wide range of customers including; older people, families, mature singles and people with complex needs. We are a part of the Choice Housing Group, and our ultimate parent company is Choice Housing Ireland Limited having its head office in Northern Ireland. The Group has over 385 employees and operate throughout Ireland. The Group has a global annual turnover of over £58 million.

### OUR BUSINESS

Our business is organised into several business units including the following:

- Finance (which includes Procurement);
- Organisational Development (which includes Human Resources);
- Development and Assets (which deals with asset management and development of new builds);
- Tenant and Client Services (which deals with housing allocation, estate management, income recovery, care and support, property services and the customer services centre);
- Governance and Communications (which includes marketing and ICT)

Each unit has a dedicated group director. The Group Chief Executive has overall responsibility for the actions of these units. The Group Chief Executive then reports to the board of directors of Choice Housing Ireland Limited.

### OUR SUPPLY CHAINS

Our supply chains include the sourcing of a wide range of services used by the Group. All of those service providers are selected through a tender process. The services that the Group tenders for include but are not limited to the following:

Communications & Governance:-

- Specialist Consultancy services
- video production services;
- graphic designer services;
- printing services and promotion merchandise; and
- market research.

Information and Communications Technology:-

- mobile telephony;
- software packages;
- provision of hardware; and
- specialist ICT Consultancy

Tenant & Client Services: Property Services Area:-

- measured term response maintenance and repair contracts;
- legionella testing, training and monitoring;
- fire risk assessments;
- lift contractor;
- specialist lift consultants;
- heating contractors; and
- grounds maintenance services.

Tenant & Client Services: Housing Area:-

- furniture provision;
- anti-social behaviour response services;
- out of hours alarm and monitoring services; and
- Tenant debt advice services.

Finance:-

- external audit services;
- payroll services; and
- Specialist accountancy consultancy.

Human Resources:-;

- training requirements;
- recruitment

Development and Assets:-

- design team appointments (to include architects, quantity surveyors, M&E consultants, etc.);
- new build and re improvement work contractor appointments;
- Design and Build contracts
- planning consultant services; and
- all other professional services.

Choice Services:-

- Constructions goods, supplies and services;
- Response repairs maintenance;
- Planned maintenance.

## **OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have recently implemented an anti-slavery policy which reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we have (through our compliance an procurement team) systems in place to:

- Identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains; and
- Monitor potential risk areas in our supply chains.

## **SUPPLIER ADHERENCE TO OUR VALUES**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have a dedicated compliance team.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are currently devising a training programme to allow us to provide adequate training to our staff.

## **CLOSING**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2018. This statement was approved by the board of directors of Choice Housing Ireland Limited on 29<sup>th</sup> August 2018.

Signed: Michael McDonnell  
Group Chief Executive for Choice Housing Ireland Limited