

# Modern Slavery Compliance Statement 2024/25

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## INTRODUCTION

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2025. Modern slavery is a crime and a violation of human rights. It takes various forms, including slavery, servitude, compulsory labour and human trafficking for exploitation and can have a significant adverse impact on individuals, families, and communities across the world.

Amplius undertakes a range of community and social activities, including housing regeneration, community development and specialised housing services. We own and manage over 39,000 homes. We are a charitable Housing Association, registered as a Community Benefit Society and are also registered with the Regulator of Social Housing and Care Quality Commission. We employ circa 1,250 colleagues across our areas of operation and have a number care and support locations. Our annual turnover is £297.24m.

## COMPLIANCE

Amplius has a zero tolerance to modern slavery. Our approach is communicated to all colleagues, volunteers, apprentices as well as Board and Committee Members. The Board has overall responsibility for ensuring that Amplius complies with its legal and ethical obligations and that its policies are implemented effectively. At an operational level, line managers are responsible for engaging with their teams to implement and maintain the processes in place, ensuring all colleagues are informed and appropriately trained. Clear processes are in place for anyone who has any concerns about modern slavery and where to raise those concerns.

As a supplier of services to individuals and communities, we recognise slavery and human trafficking as a potential risk. We address this risk through a number of organisational policies which include:

- Whistleblowing Policy (part of the wider Speaking Out culture)
- Grievance Policy
- Disciplinary Policy
- Recruitment and Onboarding Policy
- Procurement Policy
- Safeguarding Adults and Children Policy
- Code of Conduct Policy
- Domestic Abuse Policy
- Learning and Development Policy
- Equality, Diversity and Inclusion Policy

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## HOW WE MANAGE RISK

Amplius is aware that its financial viability, reputation and Environmental, Social and Governance (ESG) goals are intrinsically linked to how we manage our procurement and supply chain. We understand that strong procurement and supplier relationship management processes may improve our business performance; this is by acquiring the best value goods and services. Our procurement framework therefore, is an important part of how Amplius prevents modern slavery within its services. We already look to mitigate its exposure to modern slavery through our standard supplier terms and conditions, which include obligations on suppliers to comply with the Modern Slavery Act.

Our Procurement Team's process includes an invitation for suppliers, contractors and business partners to sign up to the voluntary Supplier Code of Conduct. Amplius' Procurement Policy reflects the requirements of the Procurement Act 2023, which came into force during the financial year (February 2025). The Policy promotes an awareness of modern-day slavery to all colleagues. The Procurement Team has also bolstered its approach to preventing modern day slavery in our supply chains through reviewing our procurement approach in the following priority areas:

- Prioritising those suppliers with a high percentage of lower paid, unskilled, temporary migrant or agency labour.
- Identifying suppliers where the supply chain extends beyond the UK.
- Auditing and mapping supply chains for a sample of high-risk strategic suppliers and partners.
- Due diligence checks being a standard part of the procurement process.
- Where unethical practice becomes known, colleagues are aware to take the appropriate action to report and remedy this in a timely manner.

Amplius has a supplier due diligence checklist. This information is used to evaluate each supplier and their associated risks. This search is not limited to information provided solely by the supplier.

## COLLEAGUES

Colleagues are required to avoid any activity that might lead to, or suggest, a breach of this statement. Colleagues are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our organisation or supply chains at the earliest possible stage.

Disclosure can be made to an appropriate person under the Whistleblowing Procedure or to Amplius' Safeguarding Lead. Alternatively contact can be made with Amplius' external financial auditors or Public Concern at Work. Where any potential victim is identified, Amplius will make a referral using the National Referral Mechanism.

All Amplius policies emphasise our commitment to dignity at work and the fair treatment of colleagues and all policies are available to everyone in the organisation. To ensure the risks of modern slavery and human trafficking in our supply chains and our business are understood, all new colleagues undergo a training session on modern slavery as part of their induction. Amplius also provides a mandatory e-learning module to be completed triennially by all colleagues, with additional training for those responsible for hiring and contracting through agencies.

#### **NEXT STEPS**

In the next 12 months we intend to take the following steps:

- Build on the existing practices in the business where contracts are procured outside of the procurement process to ensure that appropriate checks have been made.
- Encourage prospective suppliers to sign up to the Supplier Code of Conduct.
- Continue to raise awareness through various means across the business.
- Ensure that mandatory training for our employees is completed at induction as well as maintaining high levels of compliance of ongoing training.
- Continue to monitor our risk exposure, focussing on key areas of risk.

As an organisation we continue to work together to tackle the risk of modern slavery and increase our efforts to engage with suppliers, following robust processes to tackle the risk of modern slavery and human trafficking.

This statement has been approved by Amplius Board on 29 September 2025



Signed by Director: Julie Doyle

Date: 01 October 2025