

## Sage Housing Group (Sage)

# Slavery and Human Trafficking Statement 2020

## **1 Introduction**

- 1.1 Sage has a zero-tolerance approach to slavery, servitude, forced or compulsory labour and human trafficking (modern slavery, a crime and a violation of fundamental human rights). We are committed to ensuring that no practices of modern slavery take place within Sage, whether directly or within our supply chain. As a relatively new business this is our first statement. Our Statement summarizes the steps taken between 1 January and 31 December 2019 to prevent modern slavery in our business and supply chains and is made in accordance with section 54 of the Modern Slavery Act 2015.
- 1.2 This statement applies to all members of the Sage Housing Group, including Sage Housing Limited, Sage Rented Limited, Sage Shared Ownership Limited and Sage Housing Group Limited

## **2 Our business and supply chains**

- 2.1 Our mission is to bring new finance and a new approach to the provision at scale of good quality, well managed customer-focussed affordable housing. Our vision is be the premier registered provider in terms of the volume of new affordable homes and our reputation for delivery, customer service and relationships with the public sector and to be the housebuilders' affordable housing partner of choice.
- 2.2 At the end of 2019 we had 145 people on our workforce and owned 1,835 property units. We acquire new-build properties from developers for social housing. 64% of the units were rented and 36% were shared ownership. Our strategic plan is to reach 20,000 units by 2022. We operate entirely within the UK.

## **3 Our Policies and Procedures**

- 3.1 We are committed to ensuring that Social Responsibility is an intrinsic element of Sage's decisions, activities and culture. The Sage Code of Ethics sets out our commitment to conducting itself fairly, honestly and lawfully. We affirm our zero tolerance approach to modern slavery. Our Procurement Policy helps to ensure the consistent application of our ethics and values throughout our supply chain. All members of the workforce of Sage are responsible for ensuring compliance with our Code of Ethics. Sage Internal Audit and Risk department are responsible for monitoring compliance and investigating possible breaches. Sage's Whistleblowing Policy sets out ways to report anonymously any practices that members of the workforce consider to be in breach of Sage's Code of Ethics. Sage has a zero tolerance for retaliation against anyone who speaks up in good faith.

## **4 Due Diligence, Assessment of Modern Slavery Risk and Training**

- 4.1 Due to the nature of the services offered, and the profile of the workforce, we believe the risk of modern slavery within our own business is low. We believe that the greater risk is within our supply chains. Places for People undertake servicing of the property units on behalf of Sage and are Sage's primary sub-contractor. Places for People provide a modern slavery statement in accordance with section 54 of the Modern Slavery Act 2015 and confirm there was no modern slavery in their business. Other suppliers are largely

professional organisations and we similarly believe the risk of modern slavery within those companies is small. However, we are not complacent and review the contracts of new suppliers to ensure that modern slavery considerations are addressed.

## **5 Next Steps**

- 5.1 We will continue to monitor our business and our supply chain to ensure there are no instances of modern slavery.
- 5.2 Our suppliers be asked to adhere to the Sage Supplier Code of Conduct which expressly prohibits Modern Slavery.
- 5.3 We will undertake a review of existing supplier contracts to ensure modern slavery is addressed.
- 5.4 During 2020 Sage will roll out the Sage Code of Ethics to current members of the Workforce to deliver training were appropriate.
- 5.5 We will include the Sage Code of Ethics, which addresses modern slavery, in our workforce on-boarding processes
- 5.6 We will assess which employees need more in-depth training to support our zero-tolerance approach to modern slavery.
- 5.7 Modern slavery will be included in internal audits undertaken.

This statement has been approved by the Boards of the above Sage companies.



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Alison Thain OBE

Chair