



Modern Slavery Act Transparency Statement 2019/20

Who we are

In April 2018, Notting Hill Housing and Genesis Housing Association merged to create Notting Hill Genesis. We own and manage over 60,000 properties in London and the South East, employing over 2,000 staff.

Notting Hill Genesis works in the community, providing homes for lower income households in and around London. This is our primary purpose and everything else we do supports that aim.

Notting Hill Genesis is the parent organisation of a number of subsidiaries*. Together they are referred to as 'Notting Hill Genesis' in this statement.

Our approach

At Notting Hill Genesis, we recognise our obligations to combat slavery and human trafficking within our supply chains. We are opposed to all forms of modern slavery.

Our immediate focus is on successfully integrating into one organisation. We will adopt a consistent approach to tackling modern slavery across the organisation.

Our Mission, Values and Behaviours

Our approach to combatting modern slavery and human trafficking is in keeping with our mission and values as well as meeting our legal and regulatory duties. We recognise the detrimental effect Modern Slavery has on global society and we are committed to playing our role in combatting it.



Our People/Working Practices

We employ more than 2,000 people, most of whom work at the heart of our communities, building relationships with residents that go beyond bricks and mortar.

We are committed to being an employer of choice. We are proud to provide a safe place to work with terms and conditions that meet or exceed minimum legal requirements. This commitment will be mirrored in our integrated HR policies.

Our Residents and Communities

We are committed to our responsibilities in safeguarding children and adults at risk. We want all of our staff and contractors to be alert to the signs of abuse and neglect, including modern slavery and human trafficking offences. Modern Slavery is featured in our policy, training and awareness raising events.

We also recognise the importance of our residents and communities being alert to potential offences as a key part of tackling slavery and raise awareness through our communications channels.

Our Supply Chain

Notting Hill Genesis' supply chains include goods services and works necessary to:

- Deliver services to our residents and customers
- Build new homes
- Deliver the "back office" services necessary to operate a business

At Notting Hill Genesis, we are committed to diligent and ethical procurement. As part of this, we are committed to ensuring our core supply chain is free from modern slavery. We will ensure that as we fully integrate, we:

- Communicate our anti-slavery stance to all newsuppliers;
- Update our procurement procedures and standard contract terms to reflect our anti-slavery stance;
- Develop an assurance scheme so we can check the anti-slavery initiatives implemented by our top tier suppliers;
- Raise awareness with our contract managers so they are alert to potential risks of modern slavery on the contracts that they manage.

Our policies

Our policy environment supports our anti-slavery stance. Key policies include:

- Our Whistleblowing policy which enables staff to report any concerns they have;
- Our HR policies which create an environment in which staff rights and dignity are respected;
- Our Health and Safety policies which set out our position on ensuring a safe workplace;
- Our safeguarding policy which details how we will work with our customers and other agencies in the event that a child or adult at risk is subject to abuse, including modern slavery and human trafficking offences; and

As we integrate across all of these key policy areas, we will ensure our anti-slavery stance is embedded in all relevant policies to ensure compliance with the Modern Slavery Act 2015.

This statement is made under section 54 (1) of the Modern Slavery Act 2015 and reflects Notting Hill Genesis' position on Modern Slavery for the 2019/20 financial year. This statement covers Notting Hill Genesis and all legal entities that form part of it.

This statement was approved by the Executive Board in May 2019.

Modern Slavery Helpline:

You can find out more about Modern Slavery, report a suspicion or get help and advice from the Modern Slavery Helpline website. They provide victims, the public, statutory agencies and businesses access to information and support on a 24/7 basis.

* Subsidiaries within the group with a turnover of at least £36 million are as follows;

- **Central Chelmsford Development Agency Limited (05852493)**
- **Chobham Farm North LLP (OC395514)**
- **Genesis Purchasing Limited (0571374)**
- **Notting Hill Developments Limited (2444254)**
- **Project Light Development 1 Limited (8878264)**