

# Modern Slavery Statement



This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. This statement relates to activity during the financial year April 2020 to March 2021.

Accord is committed to ensuring that there is no modern slavery or human trafficking in any part of our business or our supply chains. We are committed to acting ethically and with integrity in all our business relationships and enforcing effective processes and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chains.

## ORGANISATIONAL STRUCTURE

Accord Housing Association is a registered Housing Association and is regulated by the Homes and Communities' Agency, Care Quality Commission and Ofsted. We provide housing, health, social care and support and community-based services to over 80,000 people across the Midlands and beyond.

## OUR SUPPLY CHAIN

We are in the process of mapping our supply chain in order to assess and mitigate the risk of modern slavery that can develop and manifest within particular industries/sectors and origins of supply. This work is being led by our Procurement & Contracts Manager, Simon Wilmott [Simon.wilmott@accordgroup.org.uk](mailto:Simon.wilmott@accordgroup.org.uk) and will cover the entire scope of the business.

## RESPONSIBILITY

The Company Secretary will take lead responsibility for the development and implementation of the organisation's anti-slavery initiatives as part of procurement.

## RELEVANT POLICIES

Accord operates the following policies:

**Modern Slavery Policy** - Accord's policy sets out the steps we will take to prevent modern slavery and our commitment to acting ethically and with integrity in all our business relationships.

**Employee Code of Conduct** - We strive to maintain the highest standards of employee conduct and ethical behaviour in delivering our services and managing our supply chain. The Code of Conduct sets out the behaviours expected of our employees when representing Accord.

**Procurement** - Accord is committed to ensuring that its suppliers adhere to the highest standards of ethics as part of the procurement process. Suppliers are required to demonstrate that they provide safe working conditions, treat employees with dignity and respect and comply with relevant employment legislation.

**Recruitment** - Accord will undertake all relevant pre-employment checks prior to staff being employed. We will carry out fair and transparent recruitment processes and will ensure our recruitment agencies comply with these requirements in the provision of agency staff.

**Speak Up Policy** - Accord is committed to the highest standards of quality, probity, openness and accountability and as part of this commitment provides a confidential reporting process for employees to report serious concerns about any aspect of our work which includes abuse or neglect of vulnerable people.

**Safeguarding** - Accord is committed to helping adults and children live their lives free from abuse, harm or intimidation. Our Safeguarding policies (for adults and children) cover modern slavery (encompassing slavery, human trafficking, forced labour and domestic servitude) and set out the robust practices which should be followed and the responsibilities of employees in preventing the abuse/mistreatment of adults and children we work with.

**Fairness** - Accord aims to make fairness something we live by, recruit by and measure by. It is part of our moral compass. We are committed to developing an organisational culture, which values people as individuals, recognising the contribution each person can make.

We will treat all people fairly and with respect, recognising and responding to their individuality. **DUE DILIGENCE**

Going forward Accord will implement the following actions to mitigate the risk of slavery or human trafficking in the delivery of its services and supply chain:

- All existing suppliers will be asked to provide evidence of compliance with the principles of the Modern Slavery Act. Organisations with a turnover of more than £36 million will be required to provide a copy of their Slavery and Human Trafficking Statement
- The tendering of new contracts will include an obligation that suppliers comply with the Modern Slavery Act

- To ensure an understanding of the potential risks of modern slavery and human trafficking in delivering our services and managing our supply chain, we will provide training to relevant members of
- Where appropriate we will include reference to the Modern Slavery Act 2015 in our policies and procedures.

This statement has been approved by the Board of Accord, who will review and update it annually.

---