

Anti-Slavery and Human Trafficking Statement - Modern Slavery Act 2015

November 2025

Rooftop Housing Group (Rooftop) is a not-for-profit organisation providing approximately 7,000 affordable homes, primarily across Worcestershire and Gloucestershire. We also develop new housing for rent and sale.

We are committed to operating to the highest standards in all aspects of our business. This includes our employment practices, tenancy management, and procurement processes. Rooftop and its subsidiary companies fully support the principles of the Modern Slavery Act 2015 and are dedicated to the eradication of modern slavery and human trafficking.

This Statement outlines our approach and the measures we have taken within Rooftop and throughout our supply chain.

Operating Environment

Rooftop Housing Group is the parent organisation of Rooftop Housing Association, our active subsidiary. Both organisations are Registered Societies and are regulated by the Regulator of Social Housing.

Our activities extend beyond traditional housing provision. We provide a range of services including sheltered and extra care housing, as well as accommodation for key workers.

Our primary area of operation is Worcestershire and Gloucestershire, although we also own and manage homes in other locations.

We have established recruitment and people management systems that ensure all prospective employees have the legal right to work in the UK. These processes are designed to safeguard individuals from abuse or coercion.

Our housing management policies and procedures are structured to confirm the identity of new tenants and to prevent tenancy fraud. These are underpinned by our Safeguarding and Whistleblowing Policies.

Rooftop maintains a wide and diverse supply chain. We procure goods, services, and works from a range of suppliers and partners, some of whom may subcontract work or use recruitment agencies for temporary or permanent staff. Certain sectors, such as maintenance, repairs, and construction, are recognised as carrying a higher risk of exploitation, and we take a proportionate and robust approach in managing these risks.

Relevant Policies

To support our commitment to preventing modern slavery and human trafficking, we operate a suite of policies, including:

- **Procurement Policy:** All suppliers are required to demonstrate compliance with statutory requirements, including the Modern Slavery Act 2015, the Procurement Act 2023, and Rooftop's Supplier and Contractor Code of Conduct.

- **Recruitment Policy:** We conduct thorough pre-employment checks, maintain transparent and fair recruitment processes, and require recruitment agencies to comply with our standards.
- **Colleague and Supplier Codes of Conduct:** These documents set clear expectations regarding the behaviour of our employees, suppliers, and contractors.
- **Whistleblowing Policy:** We provide a safe and accessible process for raising concerns about illegal, unethical, or dishonest activities. Issues raised are handled fairly, consistently, and promptly.
- **Equality, Diversity and Inclusion Policy:** We are committed to ensuring equality of treatment and access for customers, colleagues, and Board Members, free from discrimination or prejudice on the basis of protected characteristics.

Commitment

Rooftop's commitment to the Modern Slavery Act 2015 is demonstrated by:

- Publishing this Statement on our website to ensure transparency with colleagues, customers, and stakeholders.
- Requiring all new colleagues and Board Members to review this Statement as part of their induction.
- Raising awareness of the Whistleblowing Policy with all colleagues, and encouraging reporting of concerns about illegal, unethical, or dishonest practices.
- Delivering training on the Modern Slavery Act 2015 to relevant colleagues.
- Embedding the principles of the Modern Slavery Act 2015 within our policies and procedures.
- Ensuring recruitment agencies supplying temporary workers share our commitment to these principles.

Due Diligence

As part of our procurement and contract management processes:

- All new contracts include an obligation for suppliers to comply with the Modern Slavery Act 2015.
- Organisations with a turnover exceeding £36 million must provide a copy of their own Slavery and Human Trafficking Statement.
- Smaller contractors are required to adopt Rooftop's Statement.

This Statement has been reviewed and approved by the Executive Team and the Group Board. It will be reviewed and updated annually to reflect changes in legislation, best practice, and organisational priorities.



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 Sally Higham
 Chair of Rooftop Housing Group Limited
 Updated November 2025