



Modern Slavery and Human Trafficking

Urang is committed to uphold the principles of the Modern Slavery Act 2015, and the abolition of modern slavery and human trafficking, as we have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, as this applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers,

interns, agents, contractors, external consultants, third-party representatives and business partners. Our zero-tolerance approach to modern slavery in our business and supply chains must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter. Urang is furthermore committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion. We have employees in the Republic of South Africa, who are all duly appointed by a South African company which is an extension of the Urang Group. The South African Company is duly registered as a private company in terms of the Companies Act, 2008 with the Companies and Intellectual Property Commission, and all its employees are appointed in line with the Basic Conditions of Employment Act, 1997.

We do not enter into business with any contractors or service providers in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour. Due to the nature of our business, being property management, we assess ourselves to have a low risk of modern slavery in our business and supply chains. Our supply chains are limited and we procure goods and services from a restricted range of UK and very minimal EU suppliers.