Modern Slavery and Human Trafficking Statement

Our Commitment

Urang is committed to upholding the principles of the Modern Slavery Act 2015 and to preventing modern slavery and human trafficking in all areas of our business and supply chains.

We have a zero-tolerance approach to modern slavery, servitude, forced or compulsory labour and human trafficking. We are committed to acting ethically and with integrity in all our business dealings and relationships and to maintaining appropriate systems and controls to identify, prevent and address the risk of modern slavery within our business and supply chains.

We are committed to transparency in our approach to tackling modern slavery and to meeting our obligations under the Modern Slavery Act 2015, where applicable. We expect the same high standards from our contractors, suppliers, service providers and other business partners.

Our commitment applies to everyone working for or on behalf of Urang, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

Our Business and Supply Chain

Urang operates within the property management sector and provides a range of property and estate management services.

Our supply chain is relatively limited and primarily comprises UK-based contractors, suppliers and service providers, with a small number of suppliers located within the European Union and other jurisdictions where required.

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Our supply chain includes contractors and service providers supporting areas such as property maintenance, cleaning, repairs, major works, professional services, facilities management and other operational requirements.

While we consider the overall risk of modern slavery within our business and supply chain to be relatively low, we recognise that risks can arise through certain contractors, subcontractors, labour providers and suppliers, particularly where services involve lower-skilled, temporary or outsourced labour.

We therefore seek to take a proportionate and risk-based approach to identifying and managing these risks.

Risk Assessment and Due Diligence

We consider modern slavery risks when establishing and maintaining relationships with contractors, suppliers and other business partners. Where appropriate, our due diligence and supplier management processes may include:

- considering the nature and location of the services being provided;
- assessing the potential modern slavery risks associated with a supplier or contractor;
- ensuring contractors and suppliers understand our expectations regarding modern slavery;
- requiring suppliers and contractors to comply with applicable employment and labour legislation;
- considering the use of subcontractors and the potential risks arising further down the supply chain;
- reviewing concerns or allegations relating to modern slavery or labour exploitation; and
- taking appropriate action where concerns are identified.

We do not knowingly enter into or maintain business relationships with contractors, suppliers or service providers in the UK or overseas that support, facilitate or are found to be involved in slavery, servitude, forced or compulsory labour or human trafficking.

Where a concern is identified, we will consider the appropriate response, which may include further investigation, engagement with the relevant supplier or contractor, implementation of remedial measures or termination of the business relationship where appropriate.

Recruitment and Employment Practices

Our recruitment and people-management processes are designed to ensure that individuals working for Urang are legally entitled to work in the relevant jurisdiction and are treated fairly, respectfully and in accordance with applicable employment legislation.

We do not tolerate forced, bonded or compulsory labour, exploitation, abuse or coercion within our workforce.

We are committed to maintaining a workplace in which employees are treated with dignity and respect and where concerns about inappropriate conduct, wrongdoing or potential exploitation can be raised without fear of retaliation.

South African Operations

Urang has employees based in the Republic of South Africa. These employees are employed by a South African company within the Urang Group.

The South African company is registered as a private company in accordance with the Companies Act, 2008 and is registered with the Companies and Intellectual Property Commission (CIPC).

Employees in South Africa are employed in accordance with applicable South African employment legislation, including the Basic Conditions of Employment Act, 1997.

We expect the same principles of ethical conduct, fair treatment and respect for human rights to apply across our operations, regardless of jurisdiction.