

## Introduction

This Modern Slavery and Human Trafficking Statement is made pursuant to the Modern Slavery Act 2015. It outlines the steps Industrial Dwellings Society (IDS) has taken during the financial year 2023-24 to ensure that modern slavery and human trafficking do not occur within our business operations, supply chains, or any part of our services. At IDS, we are committed to acting ethically and with integrity in all our business dealings. We have a zero-tolerance approach to modern slavery and human trafficking and are dedicated to implementing effective systems and controls to safeguard against these practices.

We are committed to understanding modern slavery risks and we take steps to ensure that there is no form of slavery in our organisation, and we expect the same commitment and standards from our supply chain partners and other businesses we work with.

## Our Structure and Operations

IDS is a Registered Provider of Social Housing, managing and maintaining 1500 homes across Hackney, Tower Hamlets, Southwark, Camden, Haringey, Redbridge, Barnet and Hertsmere. We work with a wide range of contractors, suppliers, and partners to deliver our services, and we are aware of the risks associated with modern slavery and human trafficking within the housing sector.

Our principal activities are the provision of general needs social and affordable rented homes for people who cannot afford to rent or buy in the open market, and the provision of low-cost shared ownership. Our supply chains include goods and services for the construction, repair and maintenance of residential homes. We also purchase goods and services to facilitate running our office premises.

## Our Commitment

We recognise that modern slavery and human trafficking can occur in many forms, including forced labour, child labour, and human trafficking. We are committed to implementing policies and procedures that protect human rights and promote fairness, dignity, and respect for all individuals.

Our specific commitments include:

- **Risk Assessment:** We have a Risk Management framework in place to identify and effectively control risks. We will carry out risk assessments to identify areas where modern slavery risks may exist within our operations and supply chains.
- **Due Diligence:** We implement thorough due diligence processes when engaging with new suppliers, contractors, and partners to ensure they adhere to our ethical standards and do not engage in modern slavery practices.
- **Training:** We believe that raising awareness among our employees and contractors is crucial to combatting modern slavery. We provide ongoing training to our staff on identifying the signs of modern slavery and human trafficking and the steps they should take if they suspect any such activity. We also engage with our residents and the communities we serve to raise awareness and encourage them to report any concerns.
- **Policy:** We have a confidential Whistleblowing policy in place to enable staff, residents, and third parties to report any concerns related to modern slavery or human trafficking.

## Our Supply Chain

Our supply chains include contractors, suppliers, and service providers in various industries, including construction, facilities management, and procurement. We recognise that the construction sector, in particular, can be at higher risk of modern slavery practices due to the reliance on subcontracted labour and migrant workers. To mitigate these risks, we ensure that all suppliers and contractors undergo a rigorous pre-qualification process that includes checks for compliance with the Modern Slavery Act 2015; and we have included modern slavery clauses in our contracts that require compliance with the Modern Slavery Act 2015 and our Supplier Code of Conduct.

This statement has been approved by the IDS Board and will be reviewed annually to ensure its effectiveness.

**Jonathan Gregory**  
Chief Executive Officer  
12th December 2024