

Modern Slavery Statement

Duchy Homes Limited

Duchy Homes Limited (the "Company") is committed to eliminating acts of modern day slavery from within its own business and from within its supply chains. The Company acknowledges and accepts its obligations under the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the Company.

The Company is a privately-held company engaged in the construction and sale of award winning homes. The Company has offices in Yorkshire, the North East and the North West of England. The Company does not operate any overseas branches nor does it conduct operations outside the United Kingdom.

The Company relies on its supply chains in order to undertake construction activities and as such, the following areas have been identified as potential risk areas:

1. Employees
 - a. We have procedures in place to check: (i) the identity of all new employees; (ii) their eligibility to work in the United Kingdom; and (iii) that they are paid directly into an appropriate personal bank account.
 - b. All employees of the Company are paid at least the National Minimum Wage and the National Living Wage (as applicable) in force from time to time.
 - c. Employees are made aware of their employment benefits in both their employment contracts and in internal communications.
 - d. We require that all site operatives (whether employees, subcontractors or otherwise) produce evidence of their CSCS cards prior to entry on site.
2. Consultants
 - a. We have written to our consultants asking that they (in the case of individual consultants) and their employees (in the case of corporate consultants) are both eligible to work in the United Kingdom and comply with the terms of the Modern Slavery Act 2015.
 - b. We will include such provisions in our standard consultancy agreements and appointments from hereon.
3. Agency workers
 - a. We aim to only engage agency workers from a handful of reputable suppliers.
 - b. We make enquiries into our preferred suppliers to ensure that they are compliant with all necessary legislation, including the Modern Slavery Act 2015.
4. Subcontractors
 - a. The Company's subcontractors are predominantly United Kingdom based entities and the majority of these have long-standing relationships with the Company.
 - b. We have recently reviewed and amended our standard documentation asking our subcontractors to ensure and confirm that both they and their supply chains comply with the Modern Slavery Act 2015.
 - c. We consider any breach or non-conformity of legislation (and other regulations) when selecting subcontractors.
 - d. We want all subcontractors that further subcontract and/or supply materials to consider the risk of modern slavery within their supply chains and make specific enquiries of this in the Company's due diligence process.
5. Suppliers
 - a. The Company's supply chain is predominantly composed of United Kingdom based entities and the majority of these have long-standing relationships with the Company.
 - b. On occasion, the Company (and those in its supply chain) will source goods from overseas. Where this takes place, the Company considers the risk of modern slavery and human trafficking as part of our selection process.



Registered in England: No. 785 2681

Registered Office: Middleton House, Westland Road, Leeds, LS11 5UH

www.duchyhomes.co.uk

The Company operates a whistleblowing policy which allows employees to raise any concerns over modern slavery (or any other issues) in confidence.

The Company will not support or deal with any business knowingly involved in slavery or human trafficking.

This statement has been unanimously approved by the Company's board of directors and the Company is committed to providing adequate training and investment to ensure that trafficking is not taking place within the organisation or within its supply chains.

The directors and senior management shall take responsibility for implementing this policy statement.

This policy statement is to be published on the Company's website (with a link in a prominent place on the website's homepage) and reviewed on an annual basis.

This policy statement relates to the financial year of the Company ended on 30 June 2020.



John Barnes - Chief Executive Officer

Companies on behalf of which this s54 Modern Slavery Act Statement is made:

Duchy Homes Limited; Duchy Homes (Holdings) Limited; Duchy Homes (Humshaugh) Limited; Duchy Homes (Penistone) Limited; Duchy Homes (Scawthorpe) Limited; Duchy Homes (Old Malton) Limited; Duchy Homes (Bowgreave) Limited; Duchy Homes (Winterley) Limited; Duchy Homes (North Cave) Limited and Duchy Homes (Walkington) Limited.

21st December 2021

Date