



Modern Slavery and Human Trafficking Statement 2022

Martin Grant Homes Limited are proud of the ethical standards that it has embedded into its business over many years and believes that these standards are consistent with the underlying principles of the Modern Slavery Act 2015. Slavery and the trafficking of people have no place in the modern world, and we are committed to implementing and enforcing effective systems and controls to enforce our zero-tolerance approach to modern slavery and human trafficking.

Company Structure

Martin Grant Homes Limited is a family-owned housing developer with a staff of circa 62 employees. Our operational area extends into London and covers a large area across the Southeast of the United Kingdom. The Company's turnover for 2021 was £77 million and generally fluctuates between £50 and £100 million per annum.

This statement is made on behalf Martin Grant Homes Limited in accordance with the requirements of the Modern Slavery Act 2015, and its contents take account of the activities and supply chain. This statement has been approved by the Board of Directors of Martin Grant Homes Limited and signed by Lawrence N Grant, Chairman & CEO.

Our policy on anti-slavery and human trafficking and our code of conduct

Martin Grant Homes Limited are committed to ensuring, as far as reasonably practicable, that there is no modern slavery or human trafficking in our supply chain or in any part of our business and we take a zero-tolerance approach to slavery and human trafficking. Our supply chain includes sub-contractors, suppliers, labour agencies and professional services providers. Our Anti-Slavery and Human Trafficking Policy reflects a commitment to acting ethically and with integrity in all our business relationships and is supported by the development and implementation of effective systems and controls.

Our anti-slavery and human trafficking assurance process

As part of an initiative to identify and mitigate risk in respect of slavery and human trafficking we:

- Conducted a slavery and human trafficking risk assessment to enable us to apply a risk-based and proportionate approach to dealing with slavery and human trafficking issues.
- Reviewed the contracts that we have with our supply chain and amended these to require compliance with the Modern Slavery Act 2015.
- Review and update our Anti-Slavery and Human Trafficking Policy annually based upon our risk assessment.
- Mandate that our supply chain be registered with the SMAS validation system, which requires our supply chain to confirm their compliance with the Act.
- Updated our pre-qualification questionnaires (which form part of our process for accepting our supply chain onto our approved supplier list) to include specific questions on modern slavery and human trafficking. The responses to these questionnaires are held on a database and proactively reviewed by our commercial team.
- Obtained information on the measures that our supply chain is conducting to ensure that modern slavery and human trafficking is not taking place. Where we consider that these measures are insufficient, we will work with our supply chain to improve their approach.
- Widened the scope of the Martin Grant Homes Limited whistle-blowing procedure to include the reporting of modern slavery and human trafficking issues, so that any individual may confidentially raise a potential issue.


Training

To ensure an elevated level of understanding of the risks of modern slavery and human trafficking in our supply chain and business we have trained our staff on the Modern Slavery Act. The training has been proportionate to the level of risk and has been delivered using online courses and face-to-face training where appropriate. Ongoing training continues to be undertaken in line with Government requirements and knowledge fade, with any new member of staff receiving training within the first 3 months of employment.

Future development

Continued internal monitoring of our supply chain remains a priority for Martin Grant Homes Limited. Those suppliers that have been identified as potentially substantial risk are very closely monitored to ensure that their working practices (and those of their supply chain) are compliant.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Slavery and Human Trafficking Statement for Martin Grant Homes Limited for the financial year ending 31 December 2021.

A handwritten signature in black ink, appearing to read 'L. Grant', with a vertical line extending upwards from the top of the signature.

Lawrence N Grant, Chairman & CEO

For and on behalf of Martin Grant Homes Limited
Date: 1st June 2022