



## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Campion Homes Ltd is committed to ensuring that there is no modern slavery or human trafficking in our Company or in our supply chain.

Modern slavery and human trafficking remain a hidden crime across the UK and we all have a responsibility to be alert / aware of the signs in our business and across our supply chain. Our employees are expected / encouraged to report any concerns they may have, and our management team will act upon this.

This is the first statement made on behalf of Campion Homes Limited and is the company's modern slavery and human trafficking statement for 2022 / 2023.

### Our business

Campion Homes Ltd is a private limited company operating primarily as a housebuilder in both the private and affordable new build homes sector. Private sector developments are in-house speculative developments and affordable homes are for a variety of RSL's and Local Authorities.

We directly employ around 153 colleagues and carry out right to work and pre-employment checks on all employees joining our organisation and that they are paid directly into an appropriate personal bank account.

### Our supply chains

Our supply chain directly, associated with the construction process, includes sub-contractors, material suppliers and consultants. Additionally, we engage legal and consultancy ancillary services externally. Construction works are carried out by a mix of direct employees and subcontractors. Building materials are sourced through a number of suppliers.

We build long standing relationships with our supply chain and make clear our expectations on compliance and behaviour.

We have procedures in place to obtain confirmation from our supply chain that they comply fully with our policy and principles

### Our policies

We are committed to ensuring there is no modern slavery or human trafficking in any part of our business and have a zero tolerance stance on this. This statement in line with our anti-bribery and corruption, Equal Opportunities & Harassment and Health & Safety policies supports this, and all these policies are available to all staff via the Company's intranet.

All relevant policies and procedures will be reviewed regularly and updated as necessary to ensure the company remains fully compliant with the regulations.

### Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we will continue to communicate this Statement and provide awareness training to our employees. We expect our business partners and our supply chains to also provide ongoing training and awareness within their business.

### Commitment / Objectives

As a business we are committed to continually monitor and enhance our approach to modern slavery and to embed our zero-tolerance approach. During 2022/23 we propose to take the following steps: -

- Review supplier and subcontractor terms and conditions to ensure they comply with current Modern Slavery & Human Trafficking legislation
- Carry out annual survey with our supply chain to ensure compliance
- Provide refresher training and awareness for our employees and sub-contractors.
- Roll out our Whistleblowing policy across the business.

This statement, approved by the Board of Directors, is made and published in accordance with section 54(1) of the Modern Slavery Act 2015 and will be reviewed and updated annually.

Signed  Date 26.10.22

Dougie Herd, Joint Managing Director