

Sage Homes

Slavery and Human Trafficking Statement 2023

## 1 Introduction

- 1.1 Sage Homes has a zero-tolerance approach to slavery, servitude, forced or compulsory labour and human trafficking (modern slavery, a crime, and a violation of fundamental human rights). We are committed to ensuring that no practices of modern slavery take place within Sage Homes, whether directly or within its supply chain. Its staff are made aware through training that modern slavery and human trafficking can and do exist in present day society and encouraged to report their suspicions.
- 1.2 This Statement summarizes the steps Sage Homes has taken between 1 January and 31 December 2022 to prevent modern slavery in its business and supply chains and is made in accordance with section 54 of the Modern Slavery Act 2015.
- 1.3 This statement applies to all members of the Sage Homes Group, including Sage Housing Limited, Sage Rented Limited, Sage Homes RP Limited, and Sage Housing Group Limited

## 2 Business

- 2.1 Sage Homes's mission is to bring new finance and a new approach to the provision at scale of good quality, well managed customer-focused affordable housing. Its vision is to be the premier registered provider in terms of the volume of new affordable homes and our reputation for delivery, customer service and relationships with the public sector and to be the housebuilders' affordable housing partner of choice.
- 2.2 At the end of 2022 Sage Homes had 304 people on its workforce and owned 10,741 homes. 59% of its properties were rented and 36% were shared ownership. Its strategic plan is to reach 30,000 units by 2026. Sage Homes operates entirely within England.

## 3 Policies

- 3.1 Sage Homes is still a relatively young organization; it began providing social housing in 2017. It is and has always been committed to ensuring that social responsibility is an intrinsic element of its decisions, activities, and culture. Ensuring modern slavery and human trafficking form no part of its business is core to its values of creating homes for everyone and powering positive impact; creating safe homes in which people can flourish.
- 3.2 Accordingly, Sage Homes has the following policies in place which are relevant to and reflect its commitment to ensuring that no modern slavery or human trafficking exist in its supply chains or in any part of its business:
  - 3.1.1 **the Sage Homes codes of conduct and ethics which** set out the staff commitment to fair, honest, and lawful conduct. All members of the Sage Homes workforce – including officers, employees and consultants – are obliged to comply with these codes.
  - 3.1.2 **the Procurement Policy** which aims to ensure the consistent application of the Sage Homes ethics and values throughout its supply chain.
  - 3.1.3 **the Whistleblowing Policy**, which sets out ways to report anonymously any practices that members of the workforce consider to be in breach of Sage Homes Code of Ethics. Sage Homes has a zero tolerance for retaliation against anyone who speaks up in good faith.

## 4 Actions

- 4.1 Since its inception, Sage Homes has generally taken the view that the risk of modern slavery within its own business is low, because of the nature of the sector in which it operates and the services offered, and the profile of its workforce. It believes that the greater risk is within its supply chains. In any case, over the past year, it has taken the following steps to mitigate the risk of modern slavery within its own business and within its supply chains:
- 4.1.1 the provision of mandatory firmwide training to its staff (including new joiners and fixed term contractors) on modern slavery. It has also provided tailored training for its customer-facing staff, enabling them to recognize suspicious circumstances and encouraging them to report any matters of concern appropriately.
  - 4.1.2 the engagement of a procurement manager and the establishment of a procurement and contracting function to streamline contracting processes and ensure that suppliers and contractors are aware of our codes and policies (including but not limited to the elimination of slavery and human trafficking) and are contractually obliged to observe them. Modern slavery considerations are also addressed when Sage Homes staff review the contracts of new suppliers.
- 4.2 Until now, Places for People has undertaken servicing of rental property units on behalf of Sage Homes and is its primary sub-contractor. Places for People provide a modern slavery statement in accordance with section 54 of the Modern Slavery Act 2015 and confirm there is no modern slavery in their business.

## 5 Next Steps

- 5.1 From 2024, Sage Homes will be servicing its rental properties “in house” – this will be another step in its journey from a start-up, concentrating on acquisition and growth, to a stabilized, customer focused business with ambitions to be known for excellent service. Over the next year, therefore, Sage Homes will:
- 5.1.1 review its risks in relation to modern slavery within its own business and its supply chains and ensure that evidence of modern slavery is checked for in supplier audits and routine property inspections.
  - 5.1.2 review its contracts with existing suppliers and, if necessary, wherever possible, it will oblige them to sign up to Sage Homes codes of conduct and provide the assurance it requires in relation to slavery and anti-trafficking.
  - 5.1.3 embed procurement and contracting processes throughout the organization, to ensure that all suppliers are being scrutinized correctly and have provided it with assurance on modern slavery and human trafficking before they are signed up.
- 5.2 Sage Homes is presently of the view that its training programme on modern slavery and human trafficking is sufficient for its current purposes.

This statement has been approved by the Boards of the above mentioned Sage companies.



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Alison Thain OBE  
Chair