



Yenaa Housing

Modern Slavery policy 2024



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Policy Checklist	
Date of Implementation	Feb 24
Date of Last Review	Feb 26
Date of Next Review	Feb 28

Modern Slavery and Human Trafficking Policy

1. Introduction and Purpose

Yenaa Housing is committed to preventing modern slavery and human trafficking in all its activities and to ensuring that its supply chains are free from slavery and human trafficking. This policy demonstrates our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

This policy applies to all employees, directors, officers, consultants, contractors, volunteers, interns, agents, and any other persons associated with Yenaa Housing.

2. Definition of Modern Slavery

Modern slavery is a serious crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

3. Policy Statement

Yenaa Housing has a zero-tolerance approach to modern slavery. We are committed to:

- * Acting ethically and with integrity in all our business dealings and relationships.
- * Implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.
- * Ensuring transparency and accountability in our approach to tackling modern slavery, consistent with our disclosure obligations under the Modern Slavery Act 2015.
- * Providing training to our staff to ensure they understand the risks of modern slavery and human trafficking and are equipped to identify and respond to potential instances.
- * Protecting whistleblowers who report suspected instances of modern slavery.

4. Legal and Regulatory Framework

This policy is informed by the following legislation and guidance:

- * Modern Slavery Act 2015: This Act consolidates offences relating to trafficking and slavery, servitude and forced or compulsory labour. It places a duty on commercial organisations above a certain size to produce a slavery and human trafficking statement each year.
- * The Human Rights Act 1998: Ensures that human rights, including the right to freedom from slavery and forced labour, are protected in the UK.
- * Relevant International Conventions: Such as the International Labour Organisation (ILO) Forced Labour Convention and the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children.

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5. Responsibilities

- * Board of Directors/Senior Management: Responsible for setting the strategic direction and ensuring adequate resources are allocated to implement this policy. They will review and update this policy annually.
- * Sean Gilligan: Responsible for overseeing the implementation of this policy, investigating suspected breaches, and reporting to senior management. They will also act as a point of contact for any concerns or queries related to modern slavery.
- * All Employees: Responsible for being vigilant, reporting any concerns, and adhering to this policy.

6. Reporting Concerns

Yenaa Housing encourages all employees, and other stakeholders to report any concerns they may have about modern slavery. We have a clear and confidential reporting procedure in place:

- * Reporting Channels: Concerns can be reported to the Compliance Officer (details above).
- * Protection for Whistleblowers: Yenaa Housing will protect whistleblowers from retaliation or victimisation for reporting concerns in good faith. Our Whistleblowing

7. Remediation

If we identify instances of modern slavery in our business or supply chains, we will take appropriate action to address the issue. This may include:

- * Working with suppliers to remediate the situation: Providing support and guidance to help them improve their practices.
 - * Terminating contracts with suppliers who are unwilling or unable to address the issue.
 - * Reporting the matter to the relevant authorities: Such as the police or the Gangmasters and Labour Abuse Authority (GLAA).
 - * Providing support to victims of modern slavery: Working with relevant organisations to provide access to shelter, counselling, and other support services.
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