



## Lifestory Group Limited and Anthology Group Limited

### Statement on the Modern Slavery Act for the Lifestory Group Limited Financial Year ended 30 June 2022

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This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our anti-slavery and human trafficking statement for the Lifestory Group Limited and Anthology Group Limited financial years ending 30 June 2022, setting out the steps we have taken to ensure that slavery and human trafficking is not taking place in our supply chain or in any part of our business. This statement will be reviewed and published annually.

#### Organisational structure

Lifestory Group Limited and Anthology Group Limited, and their subsidiaries (together “we”, “our”, “us”) are in the business of designing, constructing, marketing and managing high-quality developments in the UK.

Our philosophy centres around bringing together the country's leading designers, academics, creative thinkers and producers to create unique developments. We foster a culture of collaboration and focus on investing in our people.

#### Supply chains

Our key suppliers are construction, engineering, architectural and surveying organisations, marketing agencies, research companies, technology providers, organisations providing facilities and estate management services and legal, tax and financial advisors.

It is widely recognised that the construction and facilities management industries, which more often than not comprises of a temporary labour workforce and complex supply chains, is a high risk industry for modern slavery. We aim to ensure that we only work with credible suppliers and contractors so as to limit the potential risk of slavery or human trafficking in our business and supply chains.

To ensure all those in our supply chain and contractors comply with our philosophy and values. This includes: clearly communicating our philosophy and values to all our employees and supply chain partners from when we first establish a relationship and throughout that relationship, undertaking appropriate due diligence during procurement, ensuring that our contracts include adequate provision and sanction to address modern slavery and human trafficking and monitoring our supply chain on a regular basis.

## Our policies

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or any part of our business and we take this responsibility very seriously. We always strive to work to the highest professional standards and comply with all laws, regulations and rules relevant to our business. We aim to improve the impact of our business on society. We expect the same high standards from those businesses with which we work.

Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in our business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our supply chains. A link to our Anti-Slavery Policy can be requested by contacting the Legal & Compliance Team on 01962 710700.

## Due diligence

This statement provides clarity of our standards, specifically focusing on our compliance with the Modern Slavery Act 2015 and our commitment to ensuring that no form of forced labour or slavery is present in our business or our supply chain. To be able to achieve this commitment we have undertaken the following:

1. Implemented an Anti-Slavery Policy which covers modern slavery and human trafficking;
2. Communicated the Anti-Slavery Policy to our employees and suppliers;
3. We ensure new supplier contracts contain express warranties and indemnities regarding compliance with the Modern Slavery Act 2015 and our Anti-Slavery Policy;
4. We ensure all members of staff are provided with anti-modern slavery and anti-human trafficking training and guidance whilst providing clear and consistent communications;
5. We identify the risks and level of exposure within our supply chain, and manage such risks responsibly; and
6. We take a zero tolerance approach to suppliers who fail to comply with our Anti-Slavery Policy, other relevant policies and procedures and with applicable laws

## Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff in this area.

## Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- our supply chain are selected having regard to their approach to modern slavery and their compliance record in this regard;
- we monitor our supply chain where and to the extent appropriate having regard to the perceived risk; and
- our employees are aware of the Modern Slavery Act 2015 and other relevant UK laws and regulations and that all employees receive training addressing the issues associated with modern slavery and human trafficking.

We continue to review our policies and processes in an effort to go beyond basic social and environmental regulations and to ensure the highest standards in our supply chain as expected by our customers and the companies with which we work.

This statement was approved by the board on 9 November 2022.

Signed

*Steve Bangs*

**STEVE BANGS**

Chief Executive Officer

For and on behalf of Lifestory Group Limited and Anthology Group Limited and their subsidiaries.