

## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

This statement is made on behalf of CALA Group (Holdings) Limited and its group companies ("CALA") and is CALA's modern slavery and human trafficking statement for the financial year ended 30 June 2018.

CALA continues to support the objectives of the Modern Slavery Act 2015 and are committed to trading ethically and upholding the highest standards in everything we do. We aim to ensure that no modern slavery, human trafficking or forced labour is present in any part of our business or supply chain.

### **OUR STRUCTURE**

We are a UK national house builder and are headquartered in Scotland with eight regional offices located throughout the UK.

All of our operating sites are currently in Scotland and England. Our main business activities are acquiring land for development and building premium homes with sensitivity and consideration, in desirable locations. We take great pride, not just in our product, but also in the outstanding levels of service we give to our homebuyers.

The annual turnover of CALA for the financial year ended 30 June 2018 was 850 million. CALA's main trading entity is CALA Management Limited, which also adopts this statement.

CALA currently directly employs approximately 1070 people. We are committed to fair employment practices and (as a minimum) to following all applicable employment laws.

### **OUR SUPPLY CHAINS**

Our supply chains include building contractors, sub-contractors, product suppliers and professional consultancies e.g. architects and land surveyors. Other suppliers to our business are professional services firms such as lawyers, accountants and other consultants.

The majority of our onsite construction is carried out through our sub-contractors and our building materials sourced through suppliers. We seek to develop and sustain on-going trusted relationships with our sub-contractors and suppliers and honesty and transparency is at the forefront of these relationships.

### **OUR POLICIES**

We act ethically and with integrity in all of our business relationships. This is reflected in our Statement of Ethics, Anti-Bribery Compliance Policy and Guidelines for Service Providers and our Sustainability and Health & Safety policies. We carry out a thorough selection and verification process with our existing and prospective suppliers and service providers and will take action if suppliers and service providers do not meet our standards.

We are committed to improving our practices to combat forced labour and human trafficking in all its forms within our business and supply chains.

## **STEPS TAKEN AND TRAINING**

During the current financial year, we have continued to review our practices, policies and procedures. During the financial year ending 30 June 2019 we intend to embark on a training programme for all of our staff as well as continuing to address and review the risk of modern slavery within our business and supply chain. We will continue to raise awareness of modern slavery in our business, including to new employees as part of our induction programme.

We have specifically highlighted the issue of modern slavery to our employees through internal communications. They are required to report concerns and management are required to investigate and, where necessary, take appropriate action on any concerns expressed.

## **DUE DILIGENCE AND RISK ASSESMENT**

We have identified that the main areas of risk of modern slavery at CALA would be our sub-contractors and suppliers. We are confident that these risks are being addressed through the methods outlined in this statement and our on going commitment to continually reviewing and improving our practices in relation to this.

We want to work with suppliers and sub-contractors who share our commitment to tackling modern slavery. We will continue to review our practices, policies and procedures to establish the best way of incorporating our policy on modern slavery, with the goal of ensuring that any third parties with whom we deal are making maximum efforts to prevent forced labour and human trafficking in their business. This will include enhancement of our selection and verification process in order to highlight risks of modern slavery across CALA, we use standard contractual documentation to govern our relationships with service providers, suppliers and sub-contractors. We are continuing to review these contracts with a view to including a contractual provision for our suppliers and service providers to comply with the Modern Slavery Act 2015.

**This statement is made and published in accordance with section 54 of the Modern Slavery Act 2015. It has been approved by the board of directors of CALA Group (Holdings) Limited and CALA Management Limited and is signed by, Kevin Whitaker, Chief Executive.**



**September 2018**