



This is the Modern Slavery Statement for Linc Cymru for the financial year which ended 31st March 2019

Established in 1977, Linc-Cymru Housing Association Ltd (Linc) is a Registered Society under the Co-operative and Community Benefit Societies Act 2014 and a Registered Social Landlord regulated by the Welsh Government. We are a socially responsible business and all profits are reinvested for the benefit of our customers rather than being distributed to shareholders. We manage almost 4,500 properties across South Wales, including 3 nursing homes and work with a range of support providers.

Linc's purpose is about 'Creating the right environment for people to flourish'. This purpose is driven by our values, Passionate, Respectful, Ambitious.

We recognise we operate in a domain that could be susceptible to the risks of modern slavery and human trafficking. We have already taken some measures to reduce the risk of modern slavery and human trafficking and are committed to improving our practices further.

This statement is produced on behalf of Linc Cymru.

Recruitment & Employment

Linc's recruitment criteria contains mandatory checking processes in respect of both eligibility to work in the UK as well as safeguarding checks from the Disclosure and Barring Service.



The terms on which we employ staff are fair, and Linc is committed to promoting equality, diversity, inclusion and dignity at work and in the services we provide.

People

Linc has in place a safeguarding policy, which is available to all staff. Modern slavery and/or human trafficking is a reportable incident within this policy, as both demonstrate potential abuse/risk of abuse. Linc has in place a whistle blowing policy which is regularly reviewed and is designed to encourage staff to make relevant disclosures to enable us to investigate/take appropriate action.

Our Supply Chains

We are committed to taking steps to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships and implementing and enforcing systems and controls to ensure modern slavery and human trafficking is not taking place.

Our main Contractors and Sub Contractors utilise local suppliers of materials through reputable companies. The use of local supply chains is promoted by Welsh Government and recorded in the Value for Wales Toolkit which records the number of local suppliers, materials, waste, training and summarised in an outturn report which is submitted to Welsh Government for each project.

Our suppliers for maintenance services complete a declaration to confirm they are not aware of, or subject to, any investigations within their supply chain in relation to Modern slavery or Human rights abuses.

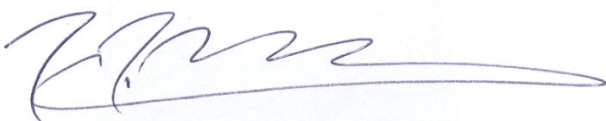
We will endeavour to review the steps that could be taken in relation to our supply chains to help combat modern slavery and human trafficking.

Training

We will ensure relevant sections of our workforce understand the risk from slavery and human trafficking and are equipped to identify and respond to situations where they suspect this may be occurring. Linc provides training to staff to ensure they are familiar with safeguarding, whistleblowing and equality, diversity and inclusion.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2014 and constitutes Linc's slavery and human trafficking statement for the financial year ending 31st March 2019

Scott Sanders, CEO

A handwritten signature in blue ink, appearing to read "Scott Sanders", with a long horizontal flourish extending to the right.

October 2019