



Beyond Housing Statement 2025/26 on Modern Slavery and Trafficking: Transparency in Supply Chains.

This statement is intended to comply with the requirements of section 54 (Transparency in Supply Chains) of the Modern Slavery Act 2015 and sets out Beyond Housing's position. This statement is reviewed annually and is formally approved by the board.

1. Organisation structure, business and supply chains

Beyond Housing is a Community Benefit Society, registered under the Co-operative and Community Benefits Societies Act 2014 and regulated by both the Regulator of Social Housing (RSH) and the Financial Conduct Authority (FCA).

We own and manage over 15,000 homes and deliver services to around 30,000 customers across the Tees Valley and North Yorkshire coast, with regional offices in both Redcar and Scarborough and additional local facilities.

Our principal activities are the provision of affordable rented accommodation, enabling our customers to live independently in their homes, employability assistance and the development of new homes.

Our group structure is outlined in appendix 1.

We have an annual turnover of £99.1m as of 31 March 2026.

Modern slavery is the act by which an individual is being exploited or controlled by another individual or group, without the ability to leave.

An individual is considered to be in slavery if they are forced to work, through coercion, mental or physical threat; trapped or controlled by an 'employer' through mental or physical abuse, or the threat of abuse; dehumanised and treated as a 'commodity'; physically constrained or have restrictions placed on their freedom of movement.

As an organisation, we take a zero-tolerance approach to slavery and human trafficking in our supply chain or in any other part of our organisation. Beyond Housing is committed to be accountable, act vigilantly and with integrity in relation to Section 54 of the Modern Slavery Act 2015.

2. Policies in relation to slavery and human trafficking

Beyond Housing has a modern slavery policy reviewed annually which is available on our website.

The board is responsible for the approval of the modern slavery policy. It is the Procurement Manager's and Director of People's joint responsibility for the

implementation and maintenance of the modern slavery policy. It is the responsibility of all Executive Directors, Directors, Heads of Service, and managers to ensure the policy is adhered to. Employees are responsible for complying with the requirements of this policy.

The modern slavery policy compliments other policies and procedures in our organisation, including our safeguarding, procurement, employee code of conduct, and recruitment policies.

Together we believe they ensure we have a robust approach to the awareness and prevention of slavery and human trafficking. All policies are enforced and managed through supporting procedural documents and are audited through a mix of internal and external audit programmes.

3. Due diligence processes

A risk-based approach has been adopted assessing the potential risk for slavery and human trafficking within the organisation and our supply chain. This has resulted in three main areas being identified:

- Procurement and supply chain
- Human resources and recruitment
- Housing management – letting of properties and their utilisation.

3.1 Due diligence and risk management in procurement and supply chain

Beyond Housing supports activities designed to prevent slavery and human trafficking from existing within the organisation and its supply chain. Our supply chains cover the purchase of goods, services and works necessary to:

- Deliver front line services to the customers living in properties we manage
- Build new homes
- Support the “back-office” services that keep the business operating

We will not enter into any business or associate with any organisation knowingly involved in any form of modern slavery or human trafficking.

We are committed to:

- Working collaboratively with our supply chain to eradicate modern slavery
- Identifying and managing any key vulnerability that could support slavery
- Strengthening our due diligence processes to further enhance the detection of modern slavery and within our supply chain
- Raising concerns if we believed there were breaches of section 54 of the Modern Slavery Act 2015 with appropriate authorities.

Our procurement activity is governed by the Public Contracts Regulations 2015 and the Procurement Act 2023 and our own internal group financial regulations and standing orders which require formal quotation or tenders for all higher value purchases.

We require a commitment at tender stage to the prevention of human trafficking and slavery from all our suppliers. If a supplier does not have an appropriate policy, we ask them to adopt our own. Failure to do so may lead to a supplier not being approved. This approach forms part of our supplier selection process. In addition, the inclusion of a commitment from our suppliers to align to our modern slavery policy is referenced in our standard terms and conditions.

The Procurement Manager is responsible for ensuring appropriate procedures and controls exist to ensure that all procurement activity is carried out in accordance with this policy. Non-compliance should be monitored and reported, where appropriate.

3.2 Due diligence and risk management in human resources and recruitment

Our HR policies and procedures help prevent unethical employment practices in our organisation. Recruitment related training ensures that relevant employees are aware of the issues surrounding modern slavery and how to report such activity if they have any concerns. During the recruitment process various checks are completed, including: proof of eligibility to work in the UK and disclosure and barring service for appropriate roles.

The Director of People is responsible for ensuring appropriate procedures and controls exist to ensure that all human resources activity is carried out in accordance with this policy. Non-compliance should be monitored and reported, where appropriate.

3.3 Due diligence and risk management in housing management

All of our customers go through a number of checks prior to being granted a tenancy. These include: review of proof of identity, work/economic status, tenancy reference checks and three years housing history.

In addition, subletting is not permitted under the tenancy agreement, and all new customers are contacted in the first four weeks of any new tenancy.

We have key partnerships in place with agencies, such as the police and local authorities and strive to work together to share intelligence and, where necessary, take appropriate action to tackle modern slavery.

All relevant directors responsible for a customer facing directorate are responsible for ensuring appropriate procedures and controls exist to ensure that all housing management customer related activity is carried out in accordance with this policy. Non-compliance should be monitored and reported, where appropriate, to the Procurement Manager and Director of People.

4. Key performance indicators to measure effectiveness of steps being taken

There have been no reports of modern slavery concerns within our supply chain, recruitment or housing management functions within the year.

5. Training on modern slavery and trafficking

Modern slavery and human trafficking awareness training is available to employees via the Beyond Learning e-learning portal and ensures that relevant employees are aware of the issues surrounding modern slavery and how to report such activity if they have any concerns.

6. Confirmatory Statements

This statement is made under Section 54(1) of the Modern Slavery Act 2015. It constitutes Beyond Housing's slavery and human trafficking statement for the financial year ending 31 March 2026.

The turnover of the Group exceeds £36million for that period.

This statement was approved by Beyond Housing's board on (17 September 2026) and applies to all organisations within the Beyond Housing Group. It will be reviewed and updated on an annual basis.

This statement is available on our website: www.beyondhousing.co.uk

Appendix 1 Beyond Housing group structure

