

SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR ENDED 31 MARCH 2024

INTRODUCTION

Story Homes Limited ("**Story Homes**") published its first modern slavery statement in December 2016. This is the ninth statement made on behalf of Story Homes pursuant to section 54(1) of the Modern Slavery Act 2015 (the "**Act**") and constitutes our slavery and human trafficking statement for the financial year ended 31 March 2024. This statement sets out the steps that Story Homes continues to take to prevent modern slavery and human trafficking in its business and supply chains.

Story Homes fully supports the aims of the Act and is fully committed to ensuring that the company is compliant with the statutory requirements affecting our employees and supply chain.

Like most businesses, we continue to implement working practices and policies to enable safe operations and to ensure that we comply with Government guidance and industry regulatory requirements.

ORGANISATION'S STRUCTURE

Story Homes is an award-winning property developer with 26 schemes in Cumbria, North West and North East England and southern Scotland. The company was founded in 1987 by Fred Story as Story Construction Limited, which later de-merged to become Story Homes and Story Contracting Limited.

Story Homes' head office is in Carlisle with regional offices in Newcastle-upon-Tyne and Chorley.

OUR BUSINESS AND SUPPLY CHAIN

Our business activities are the acquisition of land for development and obtaining planning permission to construct quality homes for our customers. We provide homes direct to the consumer operate and comply with the 5th Edition 2023 Consumer Code for Home Builders. Our reputation is firmly built on the quality of our exceptional homes and our high standards of customer service; all of our customers benefit from our customer aftercare package.

In 2023/24, Story Homes built and sold 923 new homes across its three operating regions.

As of 31 March 2024, the company directly employed c. 356 staff working exclusively in the UK and had an annual turnover of approximately £ 286m

We procure a wide range of goods and services through our supply chain which includes building contractors, subcontractors who provide labour, materials and plant, manufacturers and suppliers, utility providers and a range of other associated trades and professional services connected with housebuilding (collectively referred to as "suppliers" in this statement). We aim to use suppliers that are headquartered locally in relation to the areas in which we operate wherever possible, and they range from SMEs to large corporations.

We usually have a stable supply chain allowing us to benefit from a significant number of long-standing trading relationships with like-minded subcontractors, suppliers and consultants who share our values and ethics. As a result of labour and materials shortages we have had to use alternative

suppliers in relation to some elements of our business; in relation to these suppliers, we carried out proportionate due diligence to mitigate the risks to our business.

OUR APPROACH

Our Board of Directors takes a zero-tolerance approach to human trafficking and modern slavery in our business and supply chains. The Board of Directors has overall responsibility for ensuring that Story Homes complies with its legal and ethical obligations and receives updates on the nature and requirements of the Act, and the impact on our business.

We are committed to ensuring that there is no modern slavery or human trafficking in our business or any part of our supply chain and have in place an Anti-Slavery and Human Trafficking Policy that all our employees must comply with. Should any incident come to our attention, a zero-tolerance approach will be adopted. Our Business Code of Conduct includes a whistleblowing policy, which encourages employees to raise concerns about any issue or suspicion of modern slavery in any part of our business or supply chain at the earliest possible stage and without fear of retaliation. We will review all instances of non-compliance with modern slavery and human trafficking laws or our policies, on a case-by-case basis, and take appropriate action against any individuals or organisations breaching such laws or our policies.

Our recruitment policy confirms that we require all recruitment agencies engaged with Story Homes to agree to and comply with our Anti-Slavery and Human Trafficking Policy.

We undertake comprehensive pre-employment checks of all prospective employees. We pay a minimum of the National Living Wage to all our eligible employees and comply with all applicable employment law obligations.

We maintain an internal governance structure at both operational and leadership levels. Whilst the Group Solicitor, together with our senior leaders remain responsible for engagement with our modern slavery processes and procedures, we are focusing on communicating a “whole business” approach throughout our business. This approach will ensure that everyone has the required knowledge to spot the signs and be confident in reporting any actual or suspected incidents of non-compliance with laws on modern slavery and human trafficking or our policies.

We have a training package, which consists of e-learning and site managers are provided with face-to-face training sessions. We have site induction packs which we require staff to self-certify that they have read and understood the information within.

All of our policies and procedures remain under review and adaptable to any changes in risks faced by Story Homes. We have a Compliance Committee which has undertaken a full review and re-fresh of our policies and procedures (including our standard supplier terms and conditions and related pre-qualification tender process). This committee comprises representatives from our Legal, HR, Procurement, Commercial and Production departments. This committee is a standing committee to ensure compliance with best practice in our sector and to measure the effectiveness of our policies and procedures. This includes periodic reviews of policies and procedures to ensure they continue to be effective and appropriate.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

We have a thorough due diligence process for managing relationships with our suppliers supplemented with a Pre-Qualification Questionnaire to ensure that the risk of modern slavery is assessed prior to the appointment of new suppliers. In view of the challenges currently faced with materials and labour shortages we have during financial year 2023/24 again reviewed the existing Pre-Qualification Questionnaire and are satisfied that its contents remain appropriate. We will continue to review it and update it as and when it is considered appropriate to do so.

EVALUATION AND PROPOSALS FOR 2024/25

Given our usually stable supply chain, which comprises of suppliers that share our values, our business is self-assessed as low risk in respect of modern slavery and human trafficking in both our own business and in our immediate supply chain. We repeatedly assess the risk of such practices occurring in our business and our supply chains through our procurement processes. We review our process with reference to Home Office guidance, and focus on recruitment, use of agency and temporary workers, on-boarding of new employees and our contractual terms and conditions with suppliers. We are aware of the risk of modern slavery and human trafficking within our supply chain due to the sector that we operate in, as raw materials may be sourced by suppliers from high-risk countries. We undertake due diligence on these areas and pro-actively seek to ensure that our immediate suppliers understand the risks within their supply chains given that they form part of our overall supply chain.

Over the course of 2024/24 the modern slavery committee has met on a regular basis. The contractual terms and conditions have been updated to take account of the requirements of the 5th Edition 2023 of the Consumer Code for Home Builders the Code of Conduct has been updated and published within the business and the site induction packs and the self-certification mechanism has been reviewed, updated, and rolled out with “toolbox talks”.

Over the course of 2024/25 we will be progressing the following matters:

Proposals for 2024/25	Comments
Regular meetings of Compliance Committee	Regular meetings will continue to be held as required.
Continue to audit Contractual Terms and Conditions	To be overseen by the Compliance Committee and aligned with the review of Pre-Qualification Questionnaire, the introduction of an annual questionnaire to be issued to existing suppliers and ongoing Risk Assessment.
Continue to audit business policies and procedures	To be overseen by the Compliance Committee and undertaken at least once a year to gauge their effectiveness and ensure that Story Homes is compliant with its legal obligations and is adopting best practices.
Continue Training Sessions and review existing toolbox talks	e-learning refresher training to be implemented for all staff. Toolbox talks on general health and wellbeing in place, content to be reviewed.
Continue to communicate across our business and supply chains to raise	Focus on a “whole business approach” to tackling modern slavery risks.

awareness of modern slavery and the risks faced in our sector.	
Continuing to perform welfare checks at each of our sites	

Whilst we aim to meet 100% compliance on the above proposals by the financial year ending 31 March 2025, we will review progress on a regular basis and report in our next statement against the above.

This Statement was approved by the Board of Story Homes Limited on 2024

Signed:

Fred Story

Chairman

Date: 2024