



**Bellway p.l.c.**  
**SLAVERY AND HUMAN TRAFFICKING STATEMENT**  
**FOR THE FINANCIAL YEAR ENDED 31 JULY 2017**

This statement is made on behalf of Bellway p.l.c. 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 July 2017.

**OUR STRUCTURE**

Bellway p.l.c. is the 4<sup>th</sup> largest housebuilder by volume in the UK. We are listed on the London Stock Exchange (LSE: BWY) and we are a FTSE 250 listed company. We are the parent company of the Bellway Group (Group) which is made up of separately constituted and regulated legal entities providing housebuilding and related services. The Group has over 2,500 employees and operates in the United Kingdom.

**OUR BUSINESS**

The main trading company of the Group is Bellway Homes Limited which operates through nineteen divisions.

**OUR SUPPLY CHAINS**

Our supply chains include purchasing materials, sub-contracting, design consultants, environmental and other associated trades and services connected with housebuilding.

**OUR APPROACH**

As one of the UK's largest housebuilders, we work to the highest professional standards and comply with all laws, regulations and rules relevant to our business. Our long-term approach to corporate responsibility, branded as Bellway4Good, considers the interests of our diverse stakeholder groups to ensure we make positive social, environmental and economic contributions across our business. Bellway4Good is our commitment to ensure that we operate our business in a responsible manner. For further information on Bellway4Good please [click here](#).

**OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery, servitude and forced compulsory labour or human trafficking in our supply chains or in any part of our business. Our Anti Slavery Policy reflects our commitment to implementing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains or in any part of our business. Please click [here](#) to see our Anti Slavery Policy.

Our Anti Slavery Compliance Team help to ensure that our Anti Slavery Policy is complied with and to manage concerns or breaches. This Team meets regularly throughout the year to review progress against the steps we are taking to ensure compliance and to agree future steps to be taken. We also have a clear Whistleblowing Procedure which is available [here](#) if there are any genuine concerns about any wrongdoing or breaches of law these concerns can be raised in confidence and without fear of disciplinary action.

## **DUE DILIGENCE PROCESSES**

As part of our initiative to identify and mitigate risk we are developing systems to ensure our supply chain and those who work for us implement our policy. This year:

- we continue to review our Group supply chain agreements when they are due for renewal to ensure compliance with our policy and are pleased to report that 97% of Group suppliers are compliant. We would not renew any agreement with a supplier who was not compliant; and
- we have asked all our suppliers including divisional sub-contractors and suppliers, architects and consultants to confirm that they comply with Modern Slavery legislation, and have so far received a 68% response rate;
- we have reviewed our HR policies and processes;
- we have put in place an e-learning course for managers and those involved in recruitment. As at 31 July 2017 this had been completed by 42% of relevant staff;
- we have commenced the roll out of electronic verification of CSCS cards on our construction sites which will help to ensure that only those with the right to work in the UK are engaged in work on our sites. This will continue in 2017/18;
- We have introduced a Carded Workforce Policy that requires all employees and sub-contractors engaging in construction related activity to hold the appropriate industry competence card. Currently we have been able to verify that 91% of our employees and sub-contracted staff hold an appropriate industry competence card; and
- using posters, wallet cards and our staff newsletters we have promoted our confidential reporting facility where concerns, including any regarding slavery, human trafficking and illegal working can be raised. We are very pleased to report that there have been no incidents of slavery, human trafficking or illegal working at any of our sites or offices.

## **RISK ASSESSMENT**

We consider that the main areas at risk of Modern Slavery at Bellway are our workforce, sub-contractors and suppliers, and that the risk of Modern Slavery occurring in any of these areas is being proactively managed through the efforts of the Anti Slavery Compliance Team and the measures described in this Statement.

## **SUPPLIER ADHERENCE TO OUR VALUES**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we require that our zero tolerance approach is communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and that it is reinforced as appropriate thereafter. We may cease to engage with individuals and organisations working on our behalf if they do not comply with our approach.

## **FURTHER STEPS**

We will continue to keep under review our internal processes to identify what further steps can be taken to ensure that our obligations under the Act are met and that our Anti Slavery Policy is effectively implemented and complied with, so as to ensure that there is no slavery or human trafficking in any part of our business.

Some of the specific measures we are considering include:

- Aiming to increase the percentage of managers and those involved in recruitment who have completed our Anti Slavery training course from 49% to 80% by 31 July 2018;
- Enhancing our employee verification checks to minimise the risk of slavery;
- Continuing the roll out of electronic verification of CSCS cards on our construction sites so that we are 100% compliant by 31 July 2018;
- Continuing to review our procurement processes to consider what, if any, adjustments might be made to further reduce the level of risk of slavery and human trafficking in our supply chain; and
- Considering what KPIs may be appropriate for us to adopt.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 July 2017.

The statement was approved by the Board on 10 October 2017 and signed on behalf of the Board by John Watson, Executive Chairman, Bellway p.l.c.

This statement is made on behalf of:  
Bellway p.l.c.  
Bellway Homes Limited