



## **Modern Slavery Act 2015 Statement**

### **Introduction**

This statement is made by Chancerygate Group Limited (“Chancerygate”) in accordance with section 54 of the Modern Slavery Act 2015 (the “Act”) and provides an overview of the steps we have taken to combat slavery and human trafficking during our financial year ending March 2024.

### **Our Business**

Chancerygate is a leading UK industrial developer and asset manager of commercial property, specialising in warehousing and multi-let industrial estates for distribution, logistics and light industrial end-users. To find out more about what we do, please go to <http://www.chancerygate.com>

Chancerygate is the parent company of a group of companies (“Group”) which operates in the UK and Europe.

### **Our Supply Chain**

A significant amount of our business is conducted through our supply chain. We have relationships with a significant number of suppliers, including construction contractors, consultants and property management agents. We also rely on a number of manufacturers, suppliers and distributors which, in turn, will source products from their respective supply chains.

### **Our Policies**

Chancerygate has in place an Anti-slavery and Human Trafficking Policy (see Appendix 1). This sets out Chancerygate’s position of zero tolerance with regard to modern slavery and human trafficking in any form in both our business and supply chains. We are committed to acting ethically and with integrity in our all business dealings and relationships and to maintaining systems and controls designed to prevent modern slavery and human trafficking from taking place in our business or across our supply chain. We also have a Whistleblowing Policy that provides a mechanism for reporting breaches of these policies.



## **Due diligence processes for slavery and human trafficking**

To identify and mitigate the risk of modern slavery and human trafficking we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

## **Supplier adherence to our values**

We have a supplier code of conduct, which sets out requirements for our suppliers to comply with all applicable Laws in the countries in which they operate, and be committed to the value of, and respect for, all people. It also requires our suppliers to maintain robust policies and procedures to minimise the risk of modern slavery and human trafficking occurring within their operations and their own supply chain. In addition, our main construction contractors are required to contractually commit to comply with the Act and our Anti-slavery and Human Trafficking Policy.

## **Training**

To promote a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provided training to all our staff in 2023, which will be repeated annually.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the financial year ending March 2024. This statement was approved by the Board of Directors on 8 August 2024.

Signature of Director

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**CHANCERYGATE GROUP LIMITED**

Date: 16 August 2024



## **Appendix 1 - Anti-slavery and human trafficking policy**

### **1. About this policy**

1.1 Modern slavery is a criminal offence under the Modern Slavery Act 2015 (the “Act”) and a violation of fundamental human rights. Modern slavery can take many different forms, such as servitude, forced and compulsory labour, child labour or human trafficking. All have in common the deprivation of a person’s liberty in order to exploit them for personal or commercial gain. This document sets out the policy of Chancerygate Limited (the “Company”) on behalf of itself and all of its group companies (the “Group”) in relation to modern slavery

1.2 The Company is committed to acting ethically and with integrity in all of the Group’s business dealings and relationships and to the implementation and enforcement of effective systems and controls aimed at ensuring that modern slavery is not taking part anywhere in our business or in any of our supply chains.

1.3 The policy applies to all persons working for us or on our behalf in any capacity, including, without limitation, employees at all levels, directors, officers, agency workers, agents, contractors, consultants, third party representatives and business partners. Workers must not engage in, facilitate or fail to report any activity that might encourage or suggest a breach of policy.

1.4 This policy does not form part of any employee’s contract of employment and we may amend it at any time.

### **2. Prevention of modern slavery**

2.1 We are committed to having a transparent and consistent Group approach to modern slavery and trafficking consistent with our disclosure obligations under the Act. Our policy will be reviewed regularly, communicated to our employees and displayed on our Company website.

2.2 Our commitment to preventing modern slavery will be communicated to all our contractors, suppliers and other business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

2.3 Our Modern Slavery Statement sets out the steps that have been taken to prevent modern slavery and human trafficking. We will not work with any organisation that either has been or is found to be knowingly involved with modern slavery. We expect that our suppliers will hold their own suppliers to the same high standards.

### **3. Responsibility for the policy**



3.1 The Company directors have overall responsibility for ensuring this policy complies with its legal and ethical obligations and that all those under our control comply with it.

3.2 The Chief Operating Officer has primary responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it and reviewing internal control systems and procedures to ensure they are effective in countering modern slavery.

3.3 Team leaders at all levels within the Group are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

3.4 Employees of the Group are responsible for undertaking regular training on modern slavery.

#### **4. Compliance with the policy**

4.1 You must ensure that you read, understand, and comply with this policy.

4.2 The prevention, detection, and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

4.3 If any employee or anyone working for the Group under any type of contract has reason to believe or suspect that a breach of this policy has occurred or is likely to occur, they must report it as soon as possible to their line manager or principal contact in the Group.

4.4 Any concerns about modern slavery in the business or any of our supply chains should be raised at the earliest possible opportunity.

4.5 We aim to encourage openness and will support anyone who raises concerns under this policy, even if they turn out to be mistaken. We are committed to ensuring that no one suffers any detrimental treatment as a result of reporting their suspicion that modern slavery of whatever form is or may be taking place in part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe you have suffered such treatment you should inform your line manager or a director of the Company immediately. If the matter is not remedied and you are an employee, you should raise it formally as a grievance.