

Modern Slavery Compliance Statement 2025/26

INTRODUCTION

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2026.

Modern slavery is a crime and a violation of human rights. It takes various forms, including slavery, servitude, compulsory labour and human trafficking for exploitation and can have a significant adverse impact on individuals, families, and communities across the world.

Amplius undertakes a range of community and social activities, including housing regeneration, community development and specialised housing services. We own and manage over 39,000 homes. We are a charitable Housing Association, registered as a Community Benefit Society and are also registered with the Regulator of Social Housing. We employ circa 1,165 colleagues across our areas of operation and have a independent living locations. Our annual turnover is £292m.

COMPLIANCE

Amplius takes Modern Slavery very seriously and as such has a zero tolerance to it. Our approach is communicated to all colleagues, volunteers, apprentices as well as Board and Committee Members. The Board has overall responsibility for ensuring that Amplius complies with its legal and ethical obligations and that its policies are implemented effectively. At an operational level, line managers are responsible and encouraged to engage with their teams to implement and maintain the processes in place, ensuring all colleagues are informed and appropriately trained. Clear processes are in place for anyone who has any concerns about modern slavery and where to raise those concerns.

As a supplier of services to individuals and communities, we recognise slavery and human trafficking as a potential risk. We address this risk through a number of organisational policies which include:

- Whistleblowing Policy (part of the wider 'Speaking Out' culture)
- Grievance Policy
- Disciplinary Policy
- Recruitment and Onboarding Policy
- Procurement Policy
- Safeguarding Adults and Children Policy
- Code of Conduct Policy
- Domestic Abuse Policy
- Learning and Development Policy
- Equality, Diversity and Inclusion Policy

HOW WE MANAGE RISK

Amplius is aware that its financial viability, reputation and Environmental, Social and Governance (ESG) goals are intrinsically linked to how we manage our procurement and supply chain. We understand that strong procurement and supplier relationship management processes may improve our business performance; this is by acquiring the best value goods and services. Our procurement framework therefore, is an important part of how Amplius prevents Modern Slavery within our services. We already look to mitigate its exposure to Modern Slavery through our standard supplier terms and conditions, which include obligations on suppliers to comply with the Modern Slavery Act.

Our Procurement Team's process includes an invitation for suppliers, contractors and business partners to sign up to the voluntary Supplier Code of Conduct. Amplius' Procurement Policy reflects the requirements of the Procurement Act 2023, which came into force in 2025. The Policy promotes an awareness of modern-day slavery to all colleagues. The Procurement Team has also bolstered its approach to preventing modern-day slavery in our supply chains through reviewing our procurement approach in the following priority areas:

- Prioritising those suppliers with a high percentage of lower paid, unskilled, temporary migrant or agency labour.
- Identifying suppliers where the supply chain extends beyond the UK.
- Auditing and mapping supply chains for a sample of high-risk strategic suppliers and partners.
- Due diligence checks being a standard part of the procurement process.
- Where unethical practice becomes known, colleagues are aware to take the appropriate action to report and remedy this in a timely manner.

Amplius has a supplier due diligence checklist. This information is used to evaluate each supplier and their associated risks. This search is not limited to information provided solely by the supplier.

COLLEAGUES

Colleagues are required to avoid any activity that might lead to, or suggest, a breach of this statement. Colleagues are encouraged to raise concerns about any issue or suspicion of Modern Slavery in any parts of our organisation or supply chains at the earliest possible stage.

Disclosure can be made to an appropriate person under the Whistleblowing Procedure or to Amplius' Designated Safeguarding Lead. Alternatively contact can be made with Amplius' external financial auditors or Public Concern at Work. Where any potential victim is identified, Amplius will make a referral using the National Referral Mechanism.

All Amplius policies emphasise our commitment to dignity at work and the fair treatment of colleagues and all policies are available to everyone in the organisation. To ensure the risks of Modern Slavery and human trafficking in our supply chains and our business are understood, all new colleagues undergo a training session on Modern Slavery as part of their induction. Amplius also provides a mandatory e-learning module to be completed triennially by all colleagues, with additional training for those responsible for hiring and contracting through agencies.

NEXT STEPS

In the next 12 months we intend to take the following steps:

- ② Enhance procurement governance to ensure that all supplier engagements, including those initiated outside the formal procurement process are subject to appropriate due diligence and modern slavery risk assessments.
- ② Drive greater supplier accountability by increasing sign-up and adherence to the Supplier Code of Conduct across our supply chain.
- ② Embed awareness of Modern Slavery through our training, communication and engagement for colleagues and key stakeholders.
- ② Maintain robust mandatory training arrangements to ensure colleagues understand their responsibilities in identifying, preventing and reporting Modern Slavery risks.
- ② Continue to strengthen our risk-based approach by monitoring, reviewing and responding to emerging Modern Slavery risks across our operations and supply chains.

As an organisation we continue to work together to tackle the risk of Modern Slavery.

This statement has been approved by Amplius Board on 29 July 2026



Signed by Emma Killick

Date 31 July 2026