

## **SLAVERY AND HUMAN TRAFFICING STATEMENT**

### **INTRODUCTION**

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 to 31 March 2020.

Yattendon Group plc and its subsidiary companies recognise that slavery and human trafficking blights the lives of those affected. We wish to ensure that such practices do not exist in our companies or our supply chain.

### **OUR ORGANISATION**

Yattendon Group plc is the holding company for a number of businesses in a variety of sectors. The Group's activities include: Commercial property owners and landlords, marina and boat yard owners and operators, marina managers and consultants, property developers, car park operators, residential and commercial property management, printers and publishers, land owners, farming, forestry and Christmas tree growers and retailers. Our activities take place in the UK, Europe, Canada and the USA.

This statement covers Yattendon Group plc, MDL Marinas Group Ltd and Marina Developments Ltd which are required by law to have a statement and applies to all of our UK subsidiary companies.

### **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

Our initial response to the Modern Slavery Act 2015 was to prepare and approve a Group wide policy. This was approved by the Board in April 2016 and was reviewed in November 2017. It confirms our responsibility for ensuring that workers are not being exploited and are safe and free. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in our business relationships.

### **RISK ASSESSMENT**

We have reviewed the risk of slavery, forced or compulsory labour or human trafficking within our own companies to be low due to the location of those businesses and the sectors we are involved in. This risk is further mitigated by compliance with minimum wage legislation, all employees have a contract of employment and are paid through payroll with deductions for tax.

### **OUR SUPPLY CHAINS AND DUE DILIGENCE PROCESS**

The vast majority of our suppliers operate in the UK or the EU and are also involved in low risk sectors.

We will engage with our key suppliers to communicate our policy to them and to seek their commitment to ensuring modern slavery is not occurring in their businesses. We expect our suppliers to have clear view of practices in their own organisations as it is not practical for us to audit their businesses.

## **WHISTLEBLOWING**

We encourage our employees, any third parties or any members of the public to report any concerns about suspected modern slavery in any part of our business or related supply chain to the Company Secretary or other senior employee.

## **MEASURING EFFECTIVENESS**

We know of no instances and have seen no indications of modern slavery or human trafficking within our business or our supply chains and no concerns have been raised with us about this issue.

## **TRAINING FOR STAFF**

Our Anti-Slavery Policy is included within the MDL staff handbook which is circulated to all staff. In other parts of the business a copy is given to all members of staff.

Staff are encouraged to raise any questions they may have with their manager or with the Company Secretary.

Approved by the Board of Directors of Yattendon Group plc 12 April 2019

Signed on behalf of the Board by Catherine Fleming, Company Secretary