



## **Modern Slavery and Human Trafficking Statement.**

**For the Financial Year Ending 31 March 2025**

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and outlines the steps we have taken during the financial year to ensure that slavery and human trafficking are not taking place in our business or supply chains.

### **Organisation structure**

Tai Hedyn Limited ("Hedyn" or "the association") is a Registered Social Landlord (RSL) born following the merger between Newport City Homes (NCH) and Melin Homes (Melin).

Hedyn manages approximately 15,000 homes across five local authority areas in south-east Wales and works with a range of suppliers and contractors in construction, maintenance, and professional services.

### **Due Diligence**

We conduct due diligence on all new suppliers and contractors, including:

- Pre-qualification questionnaires assessing modern slavery risks
- Contractual clauses requiring compliance with Modern Slavery Act
- Ongoing monitoring and review for high-risk suppliers

To help prevent slavery and human trafficking in the homes we own and manage, we:

- carry out a 'Getting to Know You' assessment with all new applicants to validate the information provided before an offer of accommodation is made; and
- continuously refresh insight data upon each interaction with customers to mitigate relevant risks.

The terms of the occupation contract between the association and the contract holders (residents) allow for a full investigation into any potential breaches of occupancy, including illegal or immoral use of the premises, working with partner agencies to resolve such cases.

### **Actions taken**

The association has already taken measures to reduce the risk of modern slavery and human trafficking and is committed to improving its practices further. Policies, procedures and processes are in place that reflect a commitment to acting ethically and with integrity, including:



- The procurement tender process requires all potential contractors/suppliers, with a turnover of £36m and above, to confirm in writing that they comply with the Modern Slavery Act.
- As part of the tender procurement process, all contractors/suppliers, with a turnover of £36m and above, will ensure that any sub-contractors/suppliers providing services to the association, comply with the Modern Slavery Act 2015.
- The anti-bribery policy is committed to applying the highest standards of ethical conduct and integrity across the association's activities. Every colleague and individual acting on the association's behalf is responsible for maintaining the association's reputation and for conducting business honestly and professionally.
- The whistleblowing policy is committed to the highest standards of quality, transparency and accountability, with an established procedure for raising a whistleblowing concern in confidence and compliant with current relevant legislation.
- Colleagues operate within safeguarding guidelines and relevant roles are trained to identify, monitor and support vulnerable customers, linking in with external support providers as necessary.
- The code of conduct policy commits all colleagues and Board members to integrity of actions and transparency, thereby avoiding any suggestion of influence by improper motives.
- The recruitment process includes a mandatory check of eligibility to work in the UK.
- Terms and conditions of employment are fair, and the association is committed to promoting dignity and equality both at work and in the services provided to customers.
- Relevant and proportionate training is provided to colleagues to ensure that they are familiar with safeguarding, modern slavery and equality, diversity and inclusion.

We will keep our policies, procedures and processes up to date to ensure that we are fully aware and compliant with the actions we need to take against modern slavery and human trafficking.

## Effectiveness

The association's Audit & Assurance Committee considers quarterly compliance reports and keeps under review the adequacy and effectiveness of the actions taken to ensure that slavery and human trafficking are not taking place in our business or supply chains.



## Approval

This statement was approved by the Hedyn Board on 23 July 2025 and signed by:

Lynda Sagona  
**Chair of the Board**

Paula Kennedy  
**Group Chief Executive Officer**