



Modern Slavery: Transparency in supply chains statement

The Link group of housing, support and regeneration social enterprises offers a wide range of services to more than 15,000 families and individuals, primarily in Scotland's central belt.

We are committed to ensuring that neither modern slavery nor exploitation has a place in our supply chains or those companies we do business with.

We recognise that monitoring supply chains is very complex and that it is not possible for us to investigate each stage of the supply chain. The steps that we take to reduce the risk of modern slavery and exploitation in our business are:

- 1) Paying at least the Scottish Living Wage to all staff. This is currently £8.75 per hour;
- 2) We have implemented the [Link Group Procurement Strategy](#) which incorporates European and Scottish legislative frameworks and follows good practice in procurement;
- 3) We follow the Scottish Government's Fair Working Practice guidance which makes clear how we should structure invitations to tender to ensure that we can gather evidence from potential suppliers to show that they treat their staff fairly;
- 4) Our front-line staff who visit tenants and service users are trained to identify signs of exploitation and understand that instances of this should be reported to managers who would then work with other agencies including Social Service and Police Scotland to assess such cases;
- 5) We produced a micro-session training video for staff to highlight the signs of modern slavery and exploitation and how to seek help;
- 6) We encourage line managers to raise modern slavery and exploitation as an agenda item at team meetings across the group;
- 7) We engaged with the Gangmaster and Labour Abuse Authority to deliver a series of awareness-raising sessions for front line staff;
- 8) Link's Staff Concerns Panel gives a platform for staff to blow the whistle on any wrong-doing within the organisation and to raise concerns about poor working practices;
- 9) We do not procure any goods and services directly from any countries which are at a high risk of modern slavery or exploitation. Our first tier suppliers are solely based within the United Kingdom.

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 2018.

A handwritten signature in blue ink, appearing to read "Craig Sanderson".

Craig Sanderson
Chief Executive

03 April 2018