

We are committed to continually improving our practices to ensure no slavery and human trafficking are enabled within the group or taking place within its supply chains. This statement sets out the steps taken to identify areas of risks within the business and any steps taken to eliminate or reduce such risks.

## Organisation's structure

We are estate and lettings agents in the property sector. Our Regulators are the RICS, ARLA and NAEA. Our subsidiary companies' business comprises circa 85 offices of estate and letting agencies across Greater London and a few support offices. We have over 1,300 employees and operate in the UK alone. We and our subsidiaries have a combined annual turnover of circa £85m.

Dexters' main operating businesses comprise of the following companies and subsidiaries:

- Dexters London Limited
- London Resi Ltd

Dexters and its operating subsidiaries recognise that they have responsibility to take a robust approach to slavery and human trafficking. We are absolutely committed and intend to take a leading approach to prevent slavery and human trafficking within our supply chain.

## Our supply chains

Our supply chains include:

1. Office cleaning suppliers
2. IT hardware suppliers
3. IT software suppliers
4. Telecoms providers
5. Office equipment suppliers
6. Office furnishings suppliers
7. Property management contractors
8. Vehicle suppliers
9. Office fit-out contractors and building works contractors
10. Professional services suppliers (legal, accountancy, tenants' referencing and insurance)

## Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk of slavery and human trafficking in our supply chains, we have been looking at our own practices together with our existing and new suppliers of goods and services as detailed above to determine where and how we could ensure there is no slavery and human trafficking affecting any of our suppliers.

The board of Directors has examined the risk of modern slavery and human trafficking within the group and concluded that such risk is low. We operate exclusively within Greater London and do not have any presence outside of the UK. We check every prospective employee's right to work status before offering employment unconditionally. We facilitate thousands of letting transactions every year but subject every prospective tenant to a rigorous referencing system run by external reputable insurers.

The board of Directors has also examined the risk of modern slavery and human trafficking within our suppliers of goods (such as suppliers of office furnishings and equipment) and services (such as professional services) and concluded that such risk is low. The businesses we use to supply us with goods and services are generally large reputable organisations. We only engage with and buy our equipment from reputable organisations with significant and reliable online presence which in our view would help to ensure we do not indirectly encourage modern slavery or human trafficking.

We have implemented a system whereby we try and require from our service providers wherever practicable, compliance clauses in new contracts we are entering into with such suppliers to contractually ensure their own business is free of modern slavery and human trafficking and where applicable and practicable, the businesses of their own subsidiaries and suppliers.

Following the above, we continually develop 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

### **Implementing our values**

We have zero tolerance to slavery and human trafficking.

We have a dedicated risk and compliance committee, which consists of representatives from the following departments:

- Finance
- Legal
- Audit
- Human Resources
- Coaching

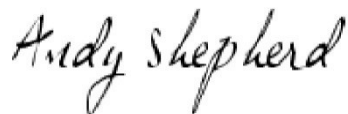
The committee meets regularly to discuss the progress, improvement and further implementation of our risk and compliance policies and procedures.

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and any risk related to our own business, our coaching team provides regular training to all our staff.

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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 ended 30<sup>th</sup> September 2018.



Andy Shepherd  
Chief Executive Officer  
Dexters Group

30<sup>th</sup> March 2019