



## Tulloch Homes Group Limited Modern Slavery group statement for financial year 2020/21

Tulloch Homes and are committed to improving our practices to ensure modern slavery or human trafficking is not taking place within our business or supply chain. This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and establishes the steps and understanding being taken by Tulloch Homes and subsidiary companies for financial year ending 30 June 2021.

Modern slavery is a crime and can incorporate slavery, servitude, human trafficking and forced labour. Tulloch Homes are committed to improving our practices ethically and with transparency, enforcing systems, controls, and training to ensure there are no modern slavery practices occurring within the business or our supply chains.

### Tulloch Homes Organisational Structure

We are a leading House Builder based and operating in the Highlands of Scotland, along with sites in the Central Belt of Scotland. We employ approximately 160 staff and 150 sub contractors.

Our third party supply chain includes a preferred list containing construction, professional services, office supplies, domestic/cleaning and IT systems/support. We have undertaken an assessment of risks and requested supplier compliance with the Modern Slavery Act and will carry out reviews to audit and monitor. Tulloch Homes meets all national minimum wage and national living wage criteria and we require our suppliers to meet this law.

### Policy

We have undertaken a review of our procurement procedure to ensure that we have identified modern slavery risks and prevention of modern slavery along with other relevant policies which include the recruitment policy and all other HR policies which reflect UK law.

### Training

Tulloch Homes are committed to training all management and related departments to ensure that the modern slavery act is understood and effective in ensuring that slavery and human trafficking is not taking place in its business or supply chains. KPI's to ensure effectiveness will be continued training to the procurement department and ensuring supply chains are reviewed and complying with the Act.

Any queries in relation to the Modern Slavery Statement should be addressed to Lorna Cameron, HR Director ([lorna.cameron@tulloch-homes.com](mailto:lorna.cameron@tulloch-homes.com)) This statement was approved by the Board of Directors on 30<sup>th</sup> June 2021.

A handwritten signature in black ink, appearing to read "Alexander Grant", written over a horizontal line.

Alexander Grant, Managing Director

Company No. SC496362