

Modern Slavery and Human Trafficking Statement

for financial year 2025/26



Trivallis.

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Trivallis has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

We are Trivallis

Trivallis is a charitable housing association that offers affordable housing and services to low-income families and individuals in Rhondda Cynon Taff and Cardiff Bay. We manage over 10,000 properties, providing homes for about 25,000 people, along with high-quality tenancy support services. We are a major employer and work with local contractors who share our commitment to improving the well-being of our communities and residents.

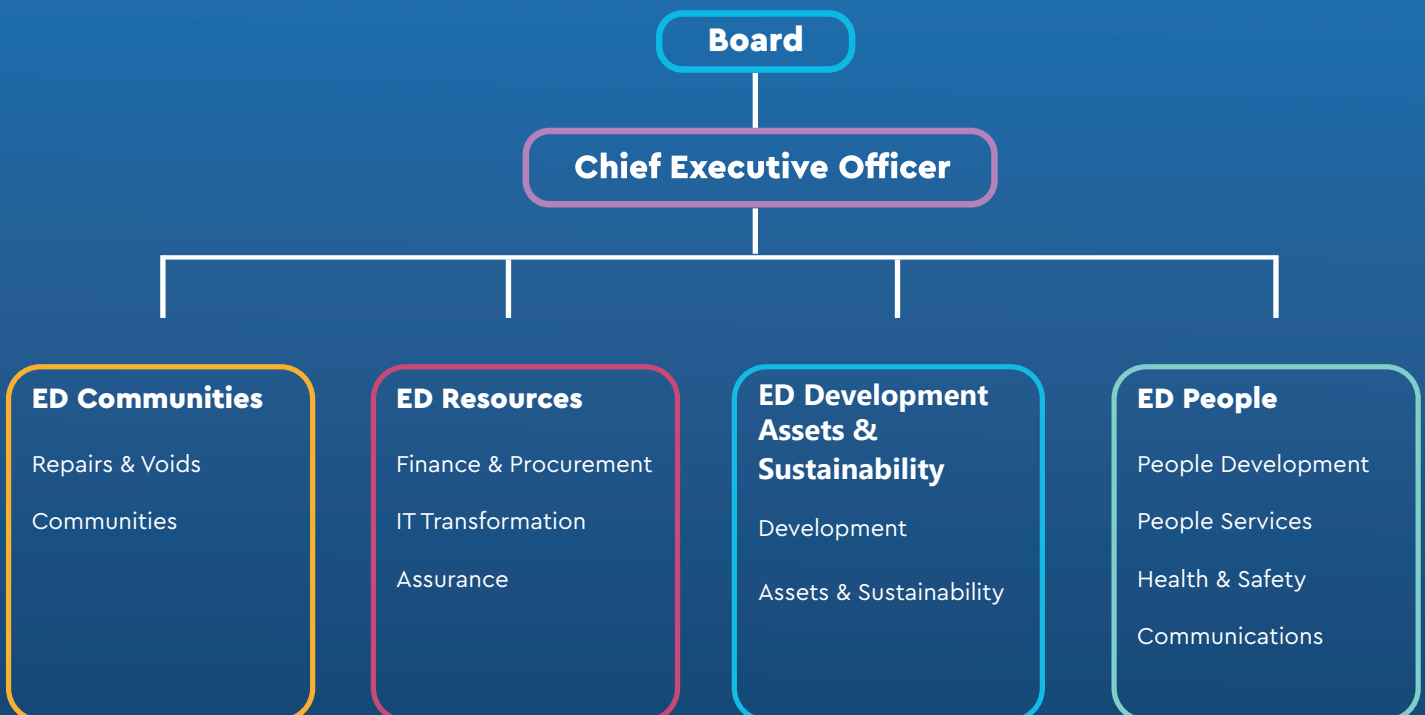
We are far more than just a landlord though. We operate as a Community Mutual.

- Owned by our tenants
- Collaborative working between tenants, staff, and local partners
- Firmly rooted in our communities
- Involving the people who are affected by our decisions

A Registered Society under Co-operative & Community Benefit Societies Act 2014, Registration Number: 30261R. Registered address: **Trivallis, Ty Pennant, Mill St, Pontypridd CF37 2SW.**

Our structure

Our organisation is headed up by the Board which consists of 12 non-executive Directors and 2 local authority representatives. There are 4 Executive Director functions for Communities, Resources, Development, Assets & Sustainability and People.



Our tenants

Our tenants are at the very heart of Trivallis, and we work hard to ensure that they are safe and comfortable in their homes. From the very start of the tenancy, we conduct eligibility checks and ask for proof of identification and benefit checks to ensure that our tenants have the means to sustain a healthy standard of living. From here our safeguarding policy means we are aware and can deal with the signs of abuse and neglect.

We also conduct follow-up checks for new tenants, and our network of neighbourhood managers now work exclusively within designated patches across Rhondda Cynon Taff enabling them to develop vital local intelligence, so they can be our eyes and ears for any signs that our tenants may be at risk of entering into modern slavery.



Our staff

At Trivallis our vision is to be trusted as an open and inspiring organisation that changes people's lives and communities for the better. In order to do this, we realise that we need to both invest in our staff, provide equal opportunities and provide a safe environment for them to work.

This commitment starts from the recruitment stage where we check that potential employees have the right to work in the UK.

We have also made a voluntary commitment to pay the Living Wage, so that our employees can expect a decent standard of living.

Our internal policies and documents:

We operate a number of internal policies that describe the approach taken to ensure we are conducting business in an ethical and transparent manner and applies to all persons working for us or on our behalf. These include:

- Anti Bribery Policy
- Recruitment and Selection Policy
- Safeguarding Adults and Children Policy
- Code of Conduct for Board & Committee Members
- Values
- Whistleblowing Policy
- Procurement Approach
- Guide to Low Value Procurement



Our suppliers and due diligence processes:

We undertake a robust on-boarding process with new suppliers which includes in-depth checks of their Terms and Conditions, Anti-Bribery and Corruption Policy, Environmental Policy, and Modern Slavery Policy. Our approach to anti-slavery forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

There is also a responsibility for our suppliers to inform us of any issues they become aware of.

Suppliers must also demonstrate that they can meet Trivallis' minimum insurance levels and must have a positive credit rating score, via a Third-party agent. In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:



1. Their responses to the slavery and human trafficking due diligence questions are complete and accurate.
2. That neither the contractor nor any of its officers, employees or other persons associated with it:
 - has been convicted of any offence involving slavery.
 - of human trafficking.
 - or in connection with slavery and human trafficking.
 - having made reasonable enquiries, has been or is the subject of any investigation, inquiry, or enforcement proceedings by any governmental, administrative, or regulatory body regarding any offence or alleged offence.
3. The Supplier shall implement due diligence procedures for its own suppliers, subcontractors, and other participants in its supply chains, to ensure that there is no slavery or human trafficking in its supply chains.
4. They understand that we may terminate the contract at any time should any instances of modern slavery become known.

Our Risk assessment and management:

By its nature we consider the provision of social housing to be of high risk to being exploited for means of modern slavery and are keen to build local intelligence networks to ensure we can keep our tenants safe.

We operate an Assurance Committee and a keep a register upon which any incidents could be placed. This is always live and regularly updated, and any signposting of slavery in valleys picked up through media or police reports would trigger an item on the register for us to investigate further.

There are regular procurement and contract management meetings to monitor performance and manage any associated risks.

Our key performance indicators:

We have adopted the following key performance indicators in response to Modern Slavery Act 2015 which are reviewed annually.

- 100% of high value suppliers agree to abide by Modern Slavery Act 2015, either through management of their own Modern Slavery Statement or voluntary declaration.
- 100% of suppliers are assessed in line with the Modern Slavery Act 2015, prior to on boarding.
- 100% of staff are made aware of modern slavery during their induction and asked to read and understand the Modern Slavery documentation.

Our training:

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and supply chain, we conduct various levels of training for all colleagues so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our communities.

We will be continuing our staff training to raise awareness of signs of modern slavery in our procurement supply chains.

Statement approval:

This statement was approved by the Board of Directors on 31 July 2025.



Nick Beckett
Trivallis Board Chair



Trivallis.