



Modern Slavery Statement 2024/25

Soha Housing Ltd is a social landlord based in Didcot, Oxfordshire with over 8,000 properties located within an hour of our head office. We are a not-for-profit business, and any surplus made is reinvested in new homes and improving our communities. We are registered with the Regulator of Social Housing.

This statement encompasses Soha Housing Ltd and its subsidiaries, Soha Response Ltd and SIB Property Ltd.

Section 54 of the Modern Slavery Act 2015 requires commercial organisations operating in the UK with an annual turnover in excess of £36m to produce a slavery and human trafficking statement for each financial year of the organisation.

Soha is a local, community based housing provider which owns and delivers an in-house responsive repairs and voids service to its residents. We are committed to ensuring that slavery and/or human trafficking are not taking place in our organisation or supply chain. We do not operate extensive, worldwide supply chains and any suppliers we contract with will share our values and commitment to tackling slavery and human trafficking.

We have the following systems in place to help us achieve this:

- Robust Human Resources policies and procedures to ensure that all employees have a legal right to work in the UK, are paid a fair and legal wage, and have a safe working environment. All staff have access to support 24/7 and are treated equally and proportionately in any disciplinary procedure
- Existing or new suppliers will be checked to ensure protections and due diligence procedures are in place to prevent slavery and human trafficking within their organisation or supply chains as documented in our Procurement Arrangements 2022-26 document. If they do not have their own statement, then we require a declaration in any contract which confirms their compliance with current legislation. If the supplier chooses not to do this, they will be excluded from our tender process and/or any work with us
- Acknowledged the risks to residents and workers in our supply chain associated with modern slavery and/or human trafficking. These have been identified within Soha's Internal Controls Framework and have appropriate mitigations and controls in place. They are regularly reviewed to ensure they remain robust and effective
- A child or vulnerable adult can also be subject to exploitation such as child sexual exploitation, modern day slavery, radicalisation and 'County Lines' drug couriership. Our Safeguarding Procedure describes how staff are able to raise and respond to a safeguarding concern.

- Our Code of Conduct, Safeguarding, Equality, Diversity and Inclusion, Domestic Abuse and Whistleblowing Policies and our Procurement Arrangements underpin our social purpose and commitment to preventing slavery and human trafficking. As part of our induction process, we ensure that all staff are aware of, and responsive to, these issues.
- A commitment to provide continuous training for all staff which will encompass but is not limited to diversity and inclusivity, human factors and equal opportunities.

Any non-compliance we discover will be dealt with on a case-by-case basis, and where appropriate we will notify the relevant authorities.

This statement has been produced for the current financial year ending 31 March 2025. It has been approved by both the Senior Leadership Team and Soha's Board of Directors. It will be reviewed on an annual basis and revised as necessary.

Date of Board Approval: 25 September 2025

Signed on behalf of the Board by:

A handwritten signature in black ink, appearing to read 'Kate Harding', is written on the line.