

Modern Slavery and Human Trafficking Transparency Statement

This statement was approved by the Board of Get Living PLC on 27 February 2025. It is made on behalf of Get Living PLC and its subsidiaries (together referred to as 'Get Living') and constitutes Get Living's modern slavery and human trafficking statement for the financial year ended 31 December 2024.

Get Living offers people a better way to live and rent, in neighbourhoods that are fit for the future. To do that, we work positively with our residents (our customers), our retail tenants, our suppliers, our partners and our investors to create neighbourhoods that deliver wider social and economic benefits for the communities in which we operate. As part of this, Get Living is committed to ensuring that modern slavery does not exist within our business or our supply chains.

We have almost 6,000 homes across seven operational neighbourhoods in London, Leatherhead, Maidenhead, Birmingham and Manchester, including East Village, the former London 2012 Athletes' Village. With these operational residential and retail spaces, plus our development sites, there is an inherent risk in our supply chain and customer base that we need to manage. We believe our overall residual risk of slavery and human trafficking in both our own operations and our immediate supply chain is low, but we are not complacent.

Modern Slavery policy

Our approach to managing Modern Slavery risk is documented further in our Get Living Modern Slavery Policy. The policy sets out both our key risks and our response to them, as well as our action plan for continuous improvement overtime. The policy is shared with all colleagues, and will be reviewed as part of our regular policy review process.

Ensuring awareness and responsiveness to risks

We are working to ensure all colleagues know what the risks are and our response to them, as well as providing upskilling to help them to do this. In 2024 we began a relationship with Hestia, who provide services to the Home Office to support those affected by Modern Slavery and we are working together to provide sector and role specific training for all employees.

Managing risks in our supply chain

We have relationships with suppliers in the construction, cleaning and property maintenance industries, which is where we have identified our main slavery and human trafficking risk.

Get Living has put in place policies and frameworks and takes actions which aims to prevent modern slavery and human trafficking in our supply chain.

We require our suppliers, contractors and service providers to support anti-slavery initiatives and have implemented controls to mitigate the risk of slavery and human trafficking from occurring within our supply chains.

Due diligence processes

We take the following steps to minimise the risk of slavery and human trafficking from occurring within our business and our supply chains:

- We undertake employment and identification verification checks as part of our hiring process.
- We require agencies who supply workers to carry out employment and identification verification checks.
- New suppliers must complete procurement questionnaires requiring them to state what steps they take to comply with the Modern Slavery Act 2015 or any other applicable laws and regulations on anti-slavery and human trafficking. They are approved only once they have successfully completed this due diligence process.
- Monitoring checks of supply categories we identify as higher risk (cleaning, temporary workers, furniture supply and trades used in fit-out of our properties) are carried out on an annual basis following onboarding.
- Suppliers must disclose the countries they and their own suppliers source products and component products from. We require them to (i) not source any product or component product from a list of “red” countries we’ve identified as high risk and (ii) undertake annual modern slavery checks from a list of “amber” countries which we have identified as requiring caution.

Contracting terms

As part of our onboarding process, all our suppliers sign up to our statement of behaviours which includes commitments to manage modern slavery risk, and other aspects of worker treatment. All suppliers operating under our contractual terms have an obligation to ensure the supplier and any sub-contractors or sub-suppliers comply with laws and regulations on anti-slavery and human trafficking.

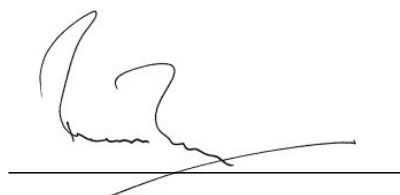
Raising concerns

We aim to operate with honesty and integrity and any instances of unethical behaviour or abuse of human rights, including modern slavery, are reportable through our Whistleblowing Policy. We are working to ensure we have clear routes for residents to raise concerns through our customer engagement channels.

Ongoing effectiveness

In order to continuously improve our response to Modern Slavery, we have an internal workgroup that includes HR, H&S, ESG, Legal, Risk, Resident Engagement and Procurement. The group will help to set out action plans across all risks identified, to ensure we have clear processes in place to minimise these. For example, we are looking at how we flag and monitor concerns that are raised, to reflect the dynamics of modern slavery and the frequent movement of people between spaces and jobs to avoid detection.

We will continue to monitor the effectiveness of the steps we undertake to prevent slavery or human trafficking from taking place in the business and our supply chains.



Rick de Blaby, CEO

For and on behalf of the Board of Get Living PLC

Date: 27 February 2025

Next review date: Effective until further notice

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