



Modern Slavery and Human Trafficking Statement

Policy statement

We are committed to improving our practices to combat modern slavery and human trafficking both within our operations and within our supply chains.

We are a property development and investment company. We are the parent company of the This Land Group. The Group operates in the United Kingdom.

Although we are not currently required to make a modern slavery statement under section 54 of the Modern Slavery Act 2015, we are making this voluntary statement to ethical trading principles and to set out the steps we are taking to identify risks and tackle modern slavery and human trafficking in our business and in our supply chains. This Land Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains to ensure compliance with the provisions in the Modern Slavery Act 2015.

Definitions

Please note that This Land Group considers that modern slavery encompasses:

- Human trafficking,
- Forced work, through mental or physical threat,
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse,
- Being dehumanised, treated as a commodity or being bought or sold as property,
- Being physically constrained or to have restriction placed on freedom of movement.

Our supply chains include: professional services, construction and material suppliers.



Our Commitment

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships. This Land Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we expect compliance with This Land's Modern Slavery and Human Trafficking Policy. We include anti-slavery and human trafficking provisions in our contracts with suppliers (where appropriate).

Steps we take to ensure compliance

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business we provide our Modern Slavery and Human Trafficking Policy to all suppliers, contractors and business partners at the outset of our business relationship with them and the policy is reinforced as appropriate thereafter.

This voluntary slavery and human trafficking statement constitutes our Group's modern slavery and human trafficking statement for the financial year ending 31 March 2025.

This Land Group provides mandatory training to all staff to effectively implement its stance on modern slavery as part of all new starter inductions, and all employees are required to attend a refresher course every 3 years.