

08 June 2023



THE CROWN ESTATE'S MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This is The Crown Estate's Modern Slavery and Human Trafficking Statement for the financial year ending 31 March 2023, made in accordance with section 54 of the Modern Slavery Act 2015. It has been approved by The Crown Estate Commissioners.

For the purposes of this statement, the term 'modern slavery' encapsulates slavery, servitude, forced or compulsory labour.

OUR BUSINESS

We are an independent commercial business, created by an Act of Parliament. Our role is to make sure that the land and property we invest in and manage are sustainably worked, developed and enjoyed to deliver the best value over the long term.

The Crown Estate is a significant national landowner with a diverse portfolio that includes urban centres and development opportunities; one of the largest rural holdings in the country; Regent Street and St James's in London's West End; and Windsor Great Park. We also manage the seabed and much of the coastline around England, Wales and Northern Ireland, playing a major role in the UK's world leading offshore wind sector.

We ensure that all staff directly employed by The Crown Estate do so at their own free-will and ensure they understand that they can cease their employment at any time under the terms of their employment contract.

We are an accredited Living Wage employer.

OUR POLICIES

The Crown Estate has a zero tolerance policy on slavery and human trafficking within its business and supply chains. We are committed to ensuring that there is transparency in our own business and to tackling any modern slavery or human trafficking in our supply chains. We expect the same standards from our suppliers.

This policy is applicable to all staff who work for The Crown Estate, including temporary workers under contract, and we expect all third parties who act on our behalf, to abide by this policy.

OUR SUPPLY CHAIN

We have a moderately sized UK-wide business. However, our supply chain is vast, and there are several thousand direct suppliers in our supply chain. Supply categories include facilities management, the provision of building and construction supplies and services, IT and technology and professional services. The majority of our direct suppliers are located in the UK.

Given the nature of our own business operations, the risk of modern slavery and human trafficking within our own business is low. We recognise, however, that some of our suppliers may present potentially higher risk and involve the use of contracted labour or products indirectly sourced from higher risk industry sectors and jurisdictions. We will take proportionate and effective steps to assess, prevent and mitigate those risks in our supply chain.

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OUR EXPECTATIONS – OUR SUPPLIERS

- Our suppliers are required to certify through a code of conduct that they do not engage in or permit modern slavery or human trafficking, or any associated activity.
- Our suppliers who supply materials used for The Crown Estate’s business (such as building materials) are required to certify that materials have not been sourced, manufactured, or supplied using modern slavery or human trafficking and that the supplier has complied with all applicable laws relating to modern slavery and human trafficking.
- Any new supplier entering into a contract or tendering for work with The Crown Estate has to provide us with details of their policies on slavery and human trafficking, as well as providing assurances that they, or anyone within their own supply chain, do not engage in slavery or human trafficking, or any associated activity.

OUR PEOPLE

We recognise the importance of raising awareness of modern slavery amongst our staff and are committed to designing and delivering training to our staff. During 2023 we plan to provide targeted training to key personnel involved in supplier selection.

E-learning modules for new joiners includes slavery and human trafficking awareness. We have conducted a lunch and learn session which highlighted the potential risks in our wider supply chain. We believe it is everyone’s responsibility to be vigilant and report any suspicions.

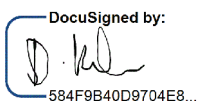
We have a confidential whistleblowing hot line available to employees and publicly on our website. This is in addition to the government’s modern slavery reporting hot line.

EFFECTIVENESS

There have been no known instances of slavery or human trafficking offences in our supply chain in the 2022/23 financial year.

We will continue to review the effectiveness of the measures we take in ensuring that there is no modern slavery or human trafficking in either our business or our supply chains, and we will use this to inform the development of our procedures and best practices.

Approved by the Crown Estate Commissioners on

Signed: 584F9B40D9704E8...

Dan Labbad
Chief Executive, The Crown Estate