

SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR ENDED 31 MARCH 2020

INTRODUCTION

Story Homes Limited ("Story Homes") published its first modern slavery statement in December 2016. This is the fifth statement made on behalf of Story Homes pursuant to section 54(1) of the Modern Slavery Act 2015 ("the Act") and constitutes our slavery and human trafficking statement for the financial year ended 31 March 2020.

ORGANISATION

Story Homes is an award-winning property developer with 28 schemes in Cumbria, North West and North East England and southern Scotland. The company was founded in 1987 by Fred Story as Story Construction Limited, which later de-merged to become Story Homes and our sister company Story Contracting Limited.

In 2019/20, Story Homes built and sold 838 new homes across its three operating regions.

OUR BUSINESS

Story Homes' head office is based in Carlisle with regional offices in Newcastle-upon-Tyne and Chorley.

As at 31 March 2020, the company directly employed c.500 staff working exclusively in the UK and had an annual turnover of approximately £220m.

Story Homes fully supports the Modern Slavery Act 2015 and is fully committed to ensuring that the company is compliant with the statutory requirements affecting our employees and supply chain.

OUR SUPPLY CHAIN

We procure a wide range of goods and services through our supply chain which includes building contractors, subcontractors who provide labour, materials and plant, manufacturers and suppliers, utility providers and a range of other associated trades and professional services connected with housebuilding.

We have a stable supply chain allowing us to benefit from a significant number of long-standing trading relationships with likeminded subcontractors, suppliers and consultants who share our values and ethics.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

We have a thorough due diligence process for managing relationships with our subcontractors and during the financial year ending 31 March 2020 supplemented this with a revised Pre-Qualification Questionnaire to ensure that the risk of modern slavery is assessed prior to appointment of new subcontractors. In addition, an annual questionnaire will be issued to existing subcontractors to ensure risk is periodically monitored and appropriate action can be taken where necessary.

We aim to review our standard supplier terms and conditions and related pre-qualification tender process during the course of the financial year ending 31 March 2021.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our business or any part of our supply chain. Should any incident come to our attention, a zero tolerance will be adopted. Our Business Code of Conduct includes a whistleblowing policy which encourages employees to raise concerns about any issue or suspicion of modern slavery in any part of our business or supply chain at the earliest possible stage. Our recruitment policy confirms that we require all recruitment agencies engaged with Story Homes to agree to and comply with our anti-slavery and human trafficking policy. We pay a minimum of the National Living Wage to all of our eligible employees.

During the course of the financial year ending 31 March 2021, we intend to put in place a Code of Conduct setting out the slavery and trafficking principles which we expect our suppliers, contractors and business partners to uphold.

All relevant policies and procedures will continue to be reviewed and updated as necessary. We have established a dedicated compliance team comprising representatives from our Legal, HR, Procurement, Commercial and Production departments.

This Statement has been approved by the Board of Story Homes Limited.

Signed:

A handwritten signature in black ink, appearing to read "F. Story".

Fred Story

Chairman and Chief Executive

Date: 14 October 2020