

# Modern Slavery Act 2015



## Purplebricks Group Plc Statement for the Financial Year 2017-2018

This statement is made on behalf of Purplebricks Group Plc (“Purplebricks”) pursuant to the Modern Slavery Act 2015 (“the Act”) and sets out the steps that Purplebricks will take to ensure that modern slavery and human trafficking does not occur within our business or supply chain.

### Our Organisation

Purplebricks is a public limited company registered in England with company number 08047368.

Purplebricks and its subsidiaries provide estate agency services to consumers in the UK, Canada, the USA, Australia and Germany

For the purposes of the Act, only Purplebricks meets the threshold and criteria requiring an annual statement to be produced.

### Our Approach

Purplebricks will take a zero-tolerance approach to any form of modern slavery. We are committed to trading in an ethical manner, with integrity and transparency in all business dealings. We are committed to creating effective systems and controls to safeguard against any form of modern slavery or human trafficking taking place within our business or supply chains.

We strive to provide our customers with excellent service. In order to achieve that we require our suppliers to also meet our level of professional standards and compliance.

### Policy

Purplebricks is committed to taking all appropriate steps to ensure that slavery or human trafficking is not taking place and will review the existing business and supply chains for the risks of slavery and human trafficking. This will include reviewing (as needed) our procurement processes revisiting existing policies, procedures and professional standards documents and training to ensure that these make clear Purplebricks policy of zero-tolerance to any form of modern slavery is clear and that all employees, workers and business partners understand the appropriate mechanisms to report concerns relating to modern slavery or human trafficking.

We will share this document on our webpage. We will also communicate the statement and the appropriate mechanisms to report concerns relating to modern slavery or human trafficking on our chosen colleague communication forum.

### Due Diligence Processes

Purplebricks will not knowingly support or deal with any business involved in slavery or human trafficking.

### Supply Chain

Purplebricks prides itself on operating a zero-tolerance policy towards Slavery and Human Trafficking. All employees who are responsible for procuring external goods and services including all head office staff, regional directors and heads of department are dedicated to ensuring that our suppliers always

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adhere to the same ethos and will request evidence that they comply with the Modern Slavery Act 2015.

All staff listed above are required to establish that they are dealing with trusted suppliers and to identify and discuss the potential risks related with any new supply chains.

A copy of this statement will be provided to all businesses/ entities within the Purplebricks supply chain. Purplebricks' requires that its suppliers, business partners and their supply chains never engage in any activity prohibited under the Modern Slavery Act 2015. If they are found to be or suspected to be in any way in breach, Purplebricks reserves that right to impose corrective measures up to and termination of any agreement in place between that party and Purplebricks.

### Recruitment and Onboarding Practices

Purplebricks operates rigorous onboarding practices, which are audited regularly, to ensure that all employees have the right to work in the UK. Our recruitment methods are continually reviewed to ensure transparency, consistency and compliance with our obligations in law. We are committed to working with our managers to develop robust talent acquisition processes which will include compliance and adherence to this policy.

### **Assessing Risk and Measuring the Effectiveness of this Policy**

Purplebricks undertakes to audit its supply chain and business partners to ensure that they are compliant with the Modern Slavery Act 2015 and that they have in place measures to identify and prevent any form of Modern Slavery.

Our intention is to ensure that there is no modern slavery in our business or any of our supply chains. Our ambition is to demonstrate that this is the case by implementing our commitments outlined above and continually reviewing our procurement activities, supply chain and business partnerships and by continuing to increase the rigour in our supply chain due diligence processes.

### **Responsibilities**

This statement has been shared with our international subsidiaries and will be reviewed in **October 2019**.

The Chief Financial Officer, James Davies, is responsible for this statement. This statement was approved by the board of directors on 26<sup>th</sup> April 2019.

### **Reporting**

Should an any employee, business partner or other party have any concerns in regard to a breach of our policy, the legislation or a likely risk of a breach they must inform the HR Department by calling 0121 794 3934 or emailing [HR@purplebricks.com](mailto:HR@purplebricks.com).

Employees can also report concerns via the Grievance Policy.

**Signed for and on behalf of Purplebricks**

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**James Davies**  
**Chief Financial Officer**

29 April 2019