

The Crown Estate's Slavery and Human Trafficking Statement

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.

We are entrusted to invest in and manage some of the UK's most important and best loved assets. Our business includes the whole of Regent Street and much of St. James's, Windsor Great Park, numerous regional retail parks, many thousands of acres of rural and coastal land, and the UK's seabed. Our assets range geographically from the West Country and the South East, to Wales and East Anglia, and from Northern Ireland to Northumberland.

We have a moderately small, UK-wide business. However, our supply chain is vast and spreads across several thousand organisations. It is therefore imperative that we, to the best of our ability, ensure that no one within our company or our supply chain engages in any activity relating to the slavery or human trafficking of any individual.

Our expectations – The Crown Estate

- We ensure that all staff directly employed by The Crown Estate do so at their own free-will and understand that they can cease their employment at any time under the terms of their employment contract.
- We compensate all staff directly employed by The Crown Estate with wages and benefits packages that meet or exceed statutory minimum requirements, and are an accredited Living Wage employer.
- We abide by the Working Time Directive, unless staff directly employed by The Crown Estate voluntarily choose to opt-out (within the limitations imposed by the Working Time Directive).

Our expectations – Our suppliers

- Crown Estate suppliers are required to certify that they do not engage in slavery or human trafficking, or any activity associated with these offences.
- Crown Estate suppliers who supply materials used for Crown Estate business (such as building materials) are required to certify that each product complies with the Modern Slavery Act 2015 and any other law regarding slavery and human trafficking of the country/countries in which the materials are sourced.
- 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 activity associated with these offences.

Policy

The Crown Estate has a zero tolerance policy on slavery and human trafficking within its business and supply chains. Our policy is applicable to all staff who work for The Crown Estate, including temporary workers under contract, and we expect all 3rd parties who act on our behalf, to abide by that policy. Our policy on slavery and human trafficking can be viewed on our website at www.thecrownestate.co.uk or a request can be made, in writing, to receive a hard copy by post.

Audit

Although we see our business as 'low risk' in relation to the threat of slavery and human trafficking offences being committed, we carry out compliance audits on an appropriate sample size on a regular basis. These audits are carried out by our internal audit team, and reported to our Audit Committee and Board. Given our business model, we believe this approach to be proportionate,

given the nature of our business, the geographical remit in which we operate and the due diligence processes we undertake before appointing reputable contractors and 3rd party suppliers.

Staff training

We offer periodic training sessions on slavery and human trafficking to all staff. This training also forms part of our induction process for all new starters to the business.

Annual update – 2019/20 financial year

There have been no instances of suspicious activity in our supply chain.

The Crown Estate's Procurement team has been continually iterating our control environment over the past year to ensure its robustness and will continue to do so.

Approved by The Crown Estate Commissioners on 12 May 2020