

Annex A

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 2024, 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. We are driven by our clear purpose of creating lasting and shared prosperity for the nation and our role is to make sure that the land and property we invest in and manage is sustainably worked, developed and enjoyed delivering 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, we have a large supply chain with currently several thousand direct suppliers. 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 take proportionate and effective steps to assess, prevent and mitigate those risks in our supply chain.

OUR EXPECTATIONS – OUR SUPPLIERS

We are committed to working with suppliers who share our vision and values and have introduced our Supplier Charter which embodies our purpose, core values and priorities and sets clear expectations about how they apply across our whole supply chain. This includes our zero-tolerance approach to acts of slavery and human trafficking and bribery; and, our approach to creating an inclusive non-discriminatory environment. It also includes a commitment from our suppliers to pay the Living Wage.

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 suppliers entering into a contract or tendering for work with The Crown Estate are required 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.

We have also introduced additional tools to conduct risk based due diligence on key suppliers and help verify any representations made.

OUR PEOPLE

We recognise the importance of raising awareness of modern slavery and human trafficking amongst our staff and are committed to designing and delivering training on an ongoing basis. We believe it is everyone's responsibility to be vigilant and report any suspicions. This year we have introduced a new confidential whistleblowing hot line and web intake managed by an independent company to enhance the ability for our employees, suppliers and the public to report issues. 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 2023/24 financial year.

We believe in a process of continuous improvement which includes review of 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 [date]

Signed:

Dan Labbad

Chief Executive, The Crown Estate