



## 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 2025, 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 put the nation's interests first. As an independent business with £15 billion of assets we make a lasting impact, both now and for future generations.

We manage land, property and the seabed across England, Wales and Northern Ireland and return all our profits to benefit the nation.

We're investing and playing a key role in delivering renewable energy and net zero, protecting and restoring nature, and supporting local communities and economic growth nationwide, while creating financial value for the UK.

We ensure that all staff directly employed by The Crown Estate understand that they can cease their employment at any time under the terms of their employment contract. We conduct "right to work" checks on all directly employed workers and only pay salaries into employee accounts.

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. Our policies are applied at each stage of the procurement/tendering processes as 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.

### OUR SUPPLY CHAIN

We run a large business across the UK with a large supply chain, including thousands of direct suppliers. Our supply categories cover facilities management, building and construction supplies and services, IT and technology, and professional services.

Over the last year we have increased our supply chain profile to include goods and services related to farming, increased our retail offering and insourced our London property management. This has increased our supplier base and we have introduced new risk based assessments to support these new categories.

Most of our suppliers are based in the UK. While the risk of modern slavery and human trafficking within our own operations is low, we acknowledge that some of our suppliers may pose a higher risk, especially those using contracted labour or products.

### OUR SUPPLIERS

We are committed to working with suppliers who share our vision and values and have 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. You can find out more on our website [Suppliers | The Crown Estate](#)



Our suppliers 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 conduct risk based due diligence on key suppliers and 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.

We have a 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 2024/25 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 5 June 2025

Signed:

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A handwritten signature in black ink, appearing to read "Dan Labbad".

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Dan Labbad Chief Executive, The Crown Estate