

Modern Slavery and Human Trafficking Statement

For financial year 2026/27



Trivallis.

In line with section 54 of the Modern Slavery Act 2015, this statement explains what we have done, and will continue to do, to make sure there is no modern slavery or human trafficking in our organisation or supply chain.

We are Trivallis

Trivallis is a charitable housing association that offers affordable housing and services to families and individuals in Rhondda Cynon Taff, Cardiff Bay and Bridgend.

We manage over 10,000 properties, providing homes for about 25,000 people, along with high-quality tenancy support services. We are a major employer and work with local contractors who share our commitment to improving the well-being of our communities and residents.

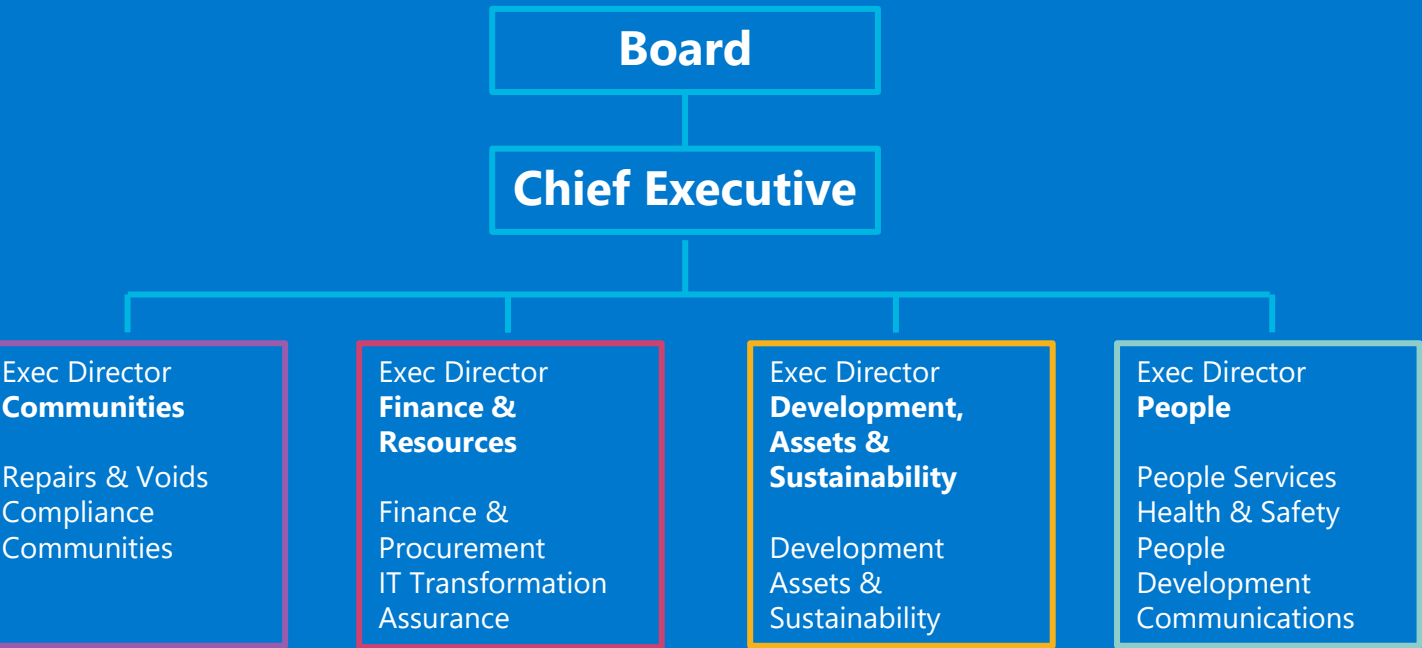
We are far more than just a landlord though. We operate as a Community Mutual.

- Owned by our tenants
- Collaborative working between tenants, staff, and local partners
- Firmly rooted in our communities
- Involving the people who are affected by our decisions

A Registered Society under Co-operative & Community Benefit Societies Act 2014, Registration Number: 30261R. Registered address: **Trivallis, Ty Pennant, Mill St, Pontypridd CF37 2SW.**

Our structure

Our organisation is led by a Board of 14 non-executive Directors and 4 independent members. Our day-to-day operations are led by the Chief Executive with 4 Executive Director functions for Communities; Finance and Resources; Development, Assets & Sustainability; and People.



Our tenants

Our tenants are at the centre of everything Trivallis does, and we work hard to keep them safe and comfortable in their homes.

At the start of every tenancy, we check that people are eligible and ask for proof of Identity and any benefits they receive, so we know they can manage and maintain a good standard of living.

We follow a safeguarding policy and have a safeguarding hub that helps us recognise and deal with any signs of abuse or neglect.

We also carry out follow-up visits with new tenants. Our Community Housing Officers work in specific local areas across South-East Wales, which helps them build strong local knowledge and stay alert to any signs that tenants may be at risk, including risks like modern slavery.



Our staff

Our aim is to be a trusted, open, and positive organisation that helps improve people's lives and communities.

To do this, we know we need to support our staff, treat everyone fairly, and provide a safe place for them to work. This starts with recruitment, where we check that all potential employees have the right to work in the UK.

We also choose to pay the Living Wage, so our employees can earn a fair income and have a decent standard of living.

Our internal policies and documents

We have a range of internal policies that explain how we make sure we work in an honest and open way. These policies apply to everyone who works for us or on our behalf.

These include:

- Anti Bribery Policy
- Recruitment and Selection Policy
- Safeguarding Adults and Children Policy
- Trivallis Code of Conduct
- Our Values and Behaviours
- Public Interest and Disclosure Policy
- Procurement Approach
- Guide to Low Value Procurement

Our suppliers and due diligence processes

We carry out thorough checks when we start working with new suppliers. This includes reviewing their terms and conditions, and their policies on bribery and corruption, the environment, and modern slavery.

Our stance on modern slavery is built into all supplier contracts. Suppliers must confirm that their business follows these rules and must tell us if they become aware of any problems.

They also need to show they meet our minimum insurance requirements and have a good credit rating, checked by an independent third party.

As part of working with us, suppliers must confirm that:

1. The information they gave us about slavery and human trafficking checks is complete and accurate.
2. Neither they, nor anyone connected to them, has been convicted of offences related to slavery or human trafficking, or is under investigation for this.
3. They carry out their own checks on their suppliers and subcontractors to make sure there is no slavery or human trafficking in their supply chains.
4. They understand that we can end the contract if any cases of modern slavery are identified.

Our risk assessment and management

We recognise that social housing can be at higher risk of being used for modern slavery, so we work hard to build strong local knowledge and connections to help keep our tenants safe.

We have an Assurance Committee and keep a live register where any concerns or incidents can be recorded and tracked. This is updated regularly. If we hear about possible cases of modern slavery in the area, for example through the media or police reports, we add them to the register so we can look into them further.

We also hold regular meetings on procurement and contract management to review performance and manage any risks.



Our key performance indicators

We use the following measures to meet the requirements of the Modern Slavery Act 2015, and we review them every year:

- All high-value suppliers must agree to follow the Modern Slavery Act, either through their own statement or by signing a declaration.
- All suppliers are checked against the Modern Slavery Act before we start working with them.
- All staff are told about modern slavery when they start and asked to read and understand our guidance. We are also introducing a new requirement for all new starters to complete safeguarding training, including modern slavery, within their first month.

Our training

We provide training for all staff to help them understand the risks of modern slavery and human trafficking. This helps them recognise the signs and know what to do if they have concerns.

We will continue to build staff awareness, especially in our supply chains.

Statement approval

This statement was approved by the Board of Directors **on 30 July 2026**.



Nick Beckett
Trivallis Board Chair

