



P3 Group and the Modern Slavery act

The P3 Group (P3) consists of P3 Charity, a registered charity (registered number 703163) in England and Wales and P3 Housing Limited, a charitable community benefit society under the Co-Operative and Community Benefit Societies Act 2014 (registered number 9262).

P3 is committed to the principles of the Modern Slavery Act 2015 and the prevention of modern slavery and human trafficking within our operations and activities.

We believe that everyone should be treated with dignity and respect, and we are dedicated to taking meaningful steps to ensure that slavery and human trafficking have no place in our activities or in the work we commission from our partners and suppliers.

Our Organisation and Values

P3 exists to help people improve their lives and communities, unlocking potential and opening up new possibilities.

Our vision is a society where every person is recognised as a valued member, free from social injustice.





To support this mission, we operate by the following values:

- **Friendly and Approachable:** We are always here to listen and engage openly.
- **People First:** We believe that what we do together can make a real and lasting difference.
- **Dedication and Commitment:** We are determined to tackle challenges that others won't, going the extra mile with commitment.
- **Impact-Focused:** We work together to deliver the greatest impact for people.
- **Brave, Creative, and Solution-Oriented:** We find new solutions to problems, being courageous and innovative in our approach.

These values guide our approach to identifying, mitigating, and managing any risks of modern slavery or exploitation.



P3's Business Model and Supply Chain

P3's parent organisation is P3 Charity, a charity registered in England and Wales. It is governed by its Articles of Association and its charitable objects include the promotion of social inclusion for the benefit of the public by the provision of advice, education, employment and housing services for young people and those who are homeless; the advancement of health; and the relief and care of socially excluded persons.

P3 Housing Limited, a charitable community benefit society and Registered Provider of Social Housing, is a subsidiary of P3 Charity. Its charitable objects include the business of providing and managing housing, including Social Housing, and providing assistance to help house people and associated facilities, amenities and services and any other charitable object that can be carried out from time to time by a registered society registered as a provider of Social Housing with the Regulator.

P3 uses a large number of suppliers across all of its functions, to enable it to carry out its charitable purposes. These range from fundraising activities, to those used in property maintenance and repair, and the provision of office facilities and recruitment services.



Our Governance and Policies



We have established robust policies and procedures to address the risk of modern slavery and human trafficking in our work. The Board of Trustees of P3 Charity and the Board of P3 Housing have overall responsibility for ensuring this statement complies with our legal and ethical obligations and that it is reviewed on an annual basis. The Executive Leadership Team is responsible for implementing the relevant policies across the P3, these include:

- **Code of Conduct:** Outlining our ethical expectations, guiding our operations and relationships with partners to prevent exploitative practices.
- **Safeguarding Policies:** Reinforcing our commitment to protecting all vulnerable individuals from exploitation, harm, and abuse, with training and intervention measures.
- **Procurement Policy:** Ensuring that all suppliers are carefully vetted to prevent engagement with entities involved in or at risk of modern slavery and must sign-up to P3's Supplier Code of Conduct.
- **Whistleblowing Policy:** Providing a secure and confidential way for any staff, volunteer, or partner to report concerns about unethical or exploitative practices within our organisation or supply chain.



Risk Assessment and Due Diligence



P3 recognises that the risk of modern slavery and human trafficking can exist in various sectors, including the recruitment of temporary staff and procurement of goods and services. To address this, we:

- Use contractual clauses to ensure our suppliers and contractors operate in a manner aligned with our zero-tolerance approach to modern slavery.
- Require assurances from our suppliers on their compliance with human rights standards. Our Supplier Code of Conduct requires all suppliers to confirm their compliance with the Modern Slavery Act 2015.

Training and Awareness

P3 believes that awareness and education are key to preventing modern slavery. All our staff and key stakeholders receive training on recognising the signs of modern slavery and understanding our policies and reporting mechanisms.

This ensures our team is vigilant and proactive in safeguarding against any exploitation or human trafficking risks.

Monitoring and Accountability

P3 is committed to continually improving our approach to tackling modern slavery. We regularly review our policies and procedures, aiming for best practices that align with legal standards and the evolving nature of modern slavery. Oversight and accountability are led by our Senior Leadership Team, ensuring that modern slavery prevention remains a priority at all levels of the organisation.

Reporting and Addressing Concerns

P3 encourages all staff, volunteers, partners, people we work alongside and community members to report any concerns or suspicions related to modern slavery or human trafficking. Reports can be made confidentially and will be taken seriously and investigated in line with our Whistleblowing and Safeguarding policies.

Programme of Continuous Improvement

In addition to the measures set out above P3 Group will progress its commitment to the principles of the Modern Slavery Act by continuing to roll out modern slavery awareness training to all staff and volunteers. Ensuring that modern slavery is addressed in all key policies and procedures across the group.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015. It has been approved by the Board of Trustees of P3 Charity and the Board of P3 Housing and will be reviewed annually to ensure its continued relevance and effectiveness.