

MODERN SLAVERY STATEMENT

Organisation: Riverview Property Services LTD

Membership No: PENDING

Modern Slavery Statement

Riverview Property Services LTD

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Document Prepared By: UKRBA

1. Introduction

Riverview Property Services LTD is committed to conducting our business in an ethical and responsible manner. This Modern Slavery Statement sets out the steps we have taken and continue to take to prevent modern slavery and human trafficking within our organisation and throughout our supply chains.

Modern slavery encompasses a range of serious criminal offences, including slavery, servitude, forced labour, and human trafficking. We recognise that modern slavery can manifest in various forms within the property services sector, including through exploitation of workers on building sites, in maintenance operations, and within our supply chain of trades and contractors.

This statement is made in accordance with the Modern Slavery Act 2015 and covers the financial year ending 30 September 2026. It represents our commitment at all levels of the organisation and outlines the due diligence measures we have implemented to identify, prevent, and mitigate the risks of modern slavery occurring within Riverview Property Services LTD and our supply chain.

As a responsible UK based property services business, we are committed to treating all individuals with dignity and respect. We expect the same standards from our employees, contractors, suppliers, and business partners. Our commitment to eliminating modern slavery

is integral to our corporate values and to the way we operate.

2. Risk Assessment

We have undertaken a comprehensive assessment of the risks of modern slavery occurring within our business and supply chain. This assessment has been informed by our understanding of our operational environment, the nature of our workforce, and our supplier relationships.

2.1 Our Business and Operations

Riverview Property Services LTD operates within the property services sector, providing residential and commercial property management, lettings, maintenance and repairs, and grounds care services across the United Kingdom. Our team comprises directly employed staff and an extensive network of local trades contractors and suppliers. The nature of our operations brings us into regular contact with multiple supply chains and third party service providers.

Our direct workforce includes office based staff, property managers, maintenance technicians, and administrative personnel. We also engage with a significant number of self employed tradespeople and small contractor businesses who undertake work on our behalf, including plumbers, electricians, painters, gardeners, and general maintenance workers.

2.2 Modern Slavery Risk Factors in Our Sector

The property services and construction related sectors have been identified as posing moderate to elevated risks for modern slavery and labour exploitation. We have identified the following specific risk factors relevant to our operations:

Recruitment and Labour Exploitation: Workers in construction, maintenance, and grounds care sectors can be vulnerable to exploitation through poor recruitment practices, including workers from overseas who may be subject to debt bondage, wage theft, or unsafe working conditions. Our engagement with a network of local tradespeople and contractors means we must ensure appropriate scrutiny of how these individuals recruit their own workers.

Wage and Conditions Abuse: Low skilled workers and those without secure immigration status can be vulnerable to wage deduction schemes, withheld wages, excessive working hours, and unsafe working practices. This risk is particularly relevant given our engagement with trades contractors who may employ workers directly or utilise their own supply chains.

Subcontracting and Visibility: Our reliance on subcontractors and trades workers means there are points in our supply chain where visibility is reduced. Subcontractors may in turn engage their own workers or sub subcontractors, creating chains where exploitation risks may not be immediately apparent to us.

Supply Chain Complexity: Our procurement of materials, equipment, and services creates supply chain relationships that extend beyond direct contractors. These may include manufacturers, importers, and distributors whose own labour practices we must consider.

Vulnerable Worker Groups: We recognise that certain groups of workers may be at heightened risk, including migrant workers, those with insecure immigration status, workers with language barriers, and those in precarious employment arrangements. Our business may come into contact with such workers through our contractor networks.

2.3 Our Assessment Conclusions

Having undertaken this assessment, we have concluded that whilst modern slavery risks do exist within our sector, the nature of our operations means we are not a high risk organisation. However, this does not permit complacency. We have implemented proportionate and reasonable controls to manage these risks and we continue to monitor and improve our practices.

Our greatest risk exposure relates to our supply chain of trades contractors and the workers they may employ or engage. We therefore focus our due diligence efforts in this area.

3. Due Diligence

We have implemented a range of due diligence procedures designed to identify and mitigate modern slavery risks within our organisation and supply chain. These procedures are proportionate to our size and the nature of our business, whilst remaining robust and meaningful.

3.1 Internal Policies and Procedures

We maintain a comprehensive employment policy that sets out our expectations regarding fair treatment of workers. Our policies include:

Staff Recruitment and Employment: Our recruitment procedures require thorough verification

of identity and right to work in the United Kingdom. We do not employ workers who cannot demonstrate valid right to work documentation. We maintain records of all recruitment decisions and verification checks. Our employment contracts contain clear terms regarding wages, hours, leave entitlements, and working conditions, all in compliance with UK employment law.

Wage and Conditions: We ensure that all directly employed staff receive the national living wage as a minimum, with regular review to ensure compliance with legislative changes. We pay wages promptly and directly, with clear payslips setting out deductions and payment calculations. We do not operate systems of wage deductions that could constitute exploitation. We maintain appropriate records of hours worked and ensure working hours remain within legal limits.

Worker Rights and Grievance Procedures: We maintain grievance procedures that allow workers to raise concerns confidentially and without fear of retaliation. We actively communicate these procedures to all staff and make clear that we welcome and take seriously any concerns raised regarding working practices, safety, or potential exploitation.

Health and Safety: We maintain comprehensive health and safety policies and procedures. All workers are entitled to safe working conditions, appropriate training, and protective equipment where necessary. We ensure regular risk assessments are undertaken and that any hazards are addressed promptly.

Training and Awareness: We provide regular training to our management and office based team regarding modern slavery, labour rights, and how to identify potential indicators of exploitation. We maintain records of all training undertaken and assess competence in this area.

3.2 Supply Chain Due Diligence

Our supply chain comprises primarily trades contractors, material suppliers, and service providers. We have implemented the following due diligence measures:

Contractor Verification: All trades contractors engaged to work on our behalf are required to provide evidence of business registration, public liability insurance, and appropriate professional qualifications where required. We maintain a register of approved contractors and conduct basic verification checks prior to engagement. We request confirmation from contractors that they comply with UK employment law and that any workers they employ or engage are employed lawfully with valid right to work documentation.

Contract Terms: Our contracts with trades contractors contain clear provisions regarding expectations regarding employment practices, health and safety standards, and compliance with modern slavery legislation. Contractors are required to confirm they have not engaged in exploitative practices and that they do not use forced labour or child labour.

On Site Monitoring: Where practical, we conduct on site observations of how contractors carry out work. This includes observing working practices, conditions, and worker interactions. Our property managers and maintenance team are trained to identify potential indicators of concern and to report these through appropriate channels.

Supply Chain Questionnaires: We have issued questionnaires to our key suppliers and contractors asking them to provide information regarding their modern slavery policies, due diligence procedures, and training. We analyse responses and follow up with any suppliers where responses are unclear or concerning.

Supplier Relationships: We maintain good working relationships with our regular contractors and suppliers. This enables us to have open conversations regarding working practices and any concerns that may arise. We prioritise contractors who demonstrate genuine commitment to ethical labour practices.

3.3 Identification of Risks and Concerns

Our team has been trained to identify potential indicators of modern slavery and labour exploitation. Such indicators may include:

Workers with restricted freedom of movement or isolation from colleagues or the public.

Evidence of workers living on premises in unsuitable conditions.

Workers who appear fearful, undernourished, or in poor health.

Excessive working hours or workers appearing exhausted.

Evidence of physical or verbal abuse.

Workers being unable to speak for themselves or being accompanied by another individual who speaks for them.

Unexplained wage deductions or delays in payment.

Evidence of debt bondage arrangements.

Deception regarding the nature of work or working conditions.

Workers lacking appropriate clothing or protective equipment despite safety requirements.

If any team member identifies concerns that modern slavery or labour exploitation may be occurring, they are instructed to report this immediately to senior management. We have procedures in place to investigate concerns confidentially and to report to appropriate authorities, including the Modern Slavery Helpline and the police, where evidence suggests a criminal offence has occurred.

3.4 Engagement with Third Parties

We engage with other professional bodies and industry groups that focus on ethical business practices and labour rights. Where possible, we seek to learn from best practice guidance produced by recognised organisations, including the Gangmasters and Labour Abuse Authority, the Business and Human Rights Resource Centre, and industry specific guidance produced by property and construction sector bodies.

We remain open to constructive engagement with non governmental organisations and campaigning bodies that work to prevent modern slavery. We welcome feedback and suggestions regarding how we might improve our practices.

4. Review

4.1 Monitoring and Measurement

We recognise that this statement represents our commitment at a point in time, but that continuous improvement is necessary. We monitor the effectiveness of our policies and procedures through the following means:

Regular Review of Incidents: We maintain records of any concerns or incidents related to worker treatment, labour practices, or potential exploitation. We analyse these records to identify trends or systemic issues that may require policy changes or enhanced training.

Feedback from Contractors and Suppliers: We actively seek feedback from our contractor

and supplier networks regarding our engagement practices and whether our requirements regarding labour standards are reasonable and achievable. We use this feedback to refine our approach.

Staff Feedback: We seek feedback from our team regarding their understanding of modern slavery issues, the clarity of our policies, and whether they feel confident to raise concerns through appropriate channels.

External Guidance: We monitor updates to modern slavery guidance produced by government bodies, law enforcement, and professional organisations. Where our practices can be improved in line with updated guidance, we do so.

4.2 Continuous Improvement

This statement will be reviewed annually, on or before 01 October 2027. At that time, we will assess the effectiveness of our policies and procedures and consider whether updates or enhancements are necessary. We commit to publishing an updated statement annually in accordance with the Modern Slavery Act 2015.

We recognise that perfect compliance with all elements of modern slavery prevention is not possible, but we are committed to demonstrable and continuous improvement in our practices. We welcome constructive challenge regarding our approach and remain open to suggestions from employees, contractors, suppliers, and external stakeholders.

4.3 Approval and Commitment

This statement has been approved by the senior management of Riverview Property Services LTD. We are committed to the policies and procedures set out herein and to the ongoing review and improvement of our modern slavery prevention measures.

We recognise that preventing modern slavery is not a compliance activity to be undertaken in isolation, but is integral to our commitment to ethical business practices and to the fair treatment of all workers with whom we come into contact.