

## EPIC's Modern Slavery Statement 2025-26

### Introduction

EPIC is committed to equal and fair treatment of all individuals and service users and will not tolerate any discrimination based on differing circumstances, health/social status, and/or background. In accordance with the Modern Slavery Act 2015, EPIC declares that steps will be taken to prevent acts of modern slavery and/or trafficking occurring within any of our properties.

In our vision statement, "to empower our tenants with the resources and support they need to thrive, while also making a positive impact on the wider community"; we understand the social responsibilities and commitment this entails and will endeavour to create an environment of zero tolerance to such activities as well as compassion and support to victims of such breaches of human rights.

EPIC acknowledges that Slavery and Forced Labour (as defined by Article 4 of the Convention on Human Rights) are rightly to be treated as offences and we recognise that in determining whether 'slavery' or 'forced labour' situations exist, account must be taken of all the circumstances of the case, including any vulnerability of the individual.

We acknowledge and agree that Human Trafficking is to be treated as an offence and understand that Human Trafficking is the arranging of the transport of a person with a view to their being exploited or in the knowledge that they will be exploited. Exploitation is defined as:

- slavery;
- forced labour;
- sexual exploitation (defined by reference to other UK Acts);
- removal of organs;
- securing services by force, threats or deception;
- securing services by any means from a child or vulnerable person (as defined).

To date, no acts or evidence of slavery or human trafficking have been reported.

## **Structure**

We are a not-for-profit Registered Provider of Social Housing with charitable status, providing housing needs for the local communities within Stoke-on-Trent, Newcastle-under-Lyme and Staffordshire Moorlands.

There are over 30 employees, operating within Stoke-on-Trent, Staffordshire (UK). EPIC's head office is based in Bentilee, Stoke-on-Trent, Staffordshire.

Further information can be found here: <https://epichousing.co.uk/>

## **Our Policies**

EPIC's policy framework underpins our commitment to equality and fairness. In particular our policies in relation to anti-social behaviour, tenancy engagement, safeguarding, tenant involvement and equality, diversity and inclusion describe the way in which we work. These can be found on our website under:

<https://epichousing.co.uk/downloads/>

All our policies are reviewed regularly in keeping with changing legislation and updated to reflect the environment in which we operate.

## **Training & Communication**

EPIC keeps its staff fully trained, as applicable to their role, and up to date with all new legislation pertaining to the provision of social housing. To this end, we have trained our staff in Modern Slavery and Trafficking, Safeguarding, Domestic Violence Management, Anti Money Laundering, Equality, Diversity & Inclusion, and Loan Shark and Illegal Money Lending Awareness training. In line with legal requirements, EPIC will undertake further training and development to ensure such policies and processes are refreshed and relevant to our vision.