

# X1 Group Modern Slavery Statement

## About X1

X1 Lettings is a UK-based development company with a global reputation for high quality residential and student developments. Our projects are concentrated in high growth city centre real estate, Manchester, Liverpool and Leeds. With four offices in northern England and almost 100 staff, our core objective is to develop and manage exceptional properties.

Our team, X1 Property Management Limited and X1 Developments, oversee the management and developments of our schemes under the following organisations; X1 Media City Limited, X1 The Quarter (X1 The Tower Limited), X1 The Gateway Limited, X1 Media City Phase 2 Limited, X1 Chatham Waters Limited, X1 The Landmark Limited, X1 The Campus Limited and X1 Manchester Waters Limited.

## Our commitment

We are opposed to slavery and do what we can to combat the exploitation of these practices within our business.

Here at X1 we are committed to constantly improve our practice in the workplace to ensure there is no modern slavery. X1 welcomes the Modern Slavery Act and the actions involved to prevent the exploitation of these practices throughout our organisation. We will not knowingly deal with any business involved in slavery.

## In our business

It is our view that there is low risk of slavery within our operations and we mitigate any potential risks with controls built into our business operations and the knowledge, skills and behaviours of our staff.

Policies relevant to the slavery act that we enforce are:

- Staff whistleblowing policy
- Safeguarding adults, children and young people policy
- Private use of contractors or consultant's policy
- Disciplinary policy
- Anti-fraud policy

Each year, we review these and update relevant policies and procedures. This ensures there is no slavery within our business.

## Training and awareness

We have a robust safeguarding procedure in place where we deliver training to our staff to raise awareness of what slavery may look like in our business. Our residential developments may be used for modern slavery so we encourage staff to raise concerns if suspicions are raised.

We will continue to raise awareness and delivery training to new and current staff and we will reiterate this towards our contractors, if appropriate.