



Modern Slavery Statement 2023

INTRODUCTION FROM DEBRA CHRISTOPHER, PRESIDENT

Synergy Global Housing (Synergy) is committed to fortifying our practices to combat slavery and human trafficking. One of our core business values is 'people.' Undoubtedly, the company wants everyone to have their human rights upheld, whether they are people who work for Synergy, on behalf of Synergy or with Synergy, or stay in our Synergy properties. We know that this value and standpoint is also supported by our guests, clients, and suppliers.

OUR BUSINESS AND ORGANISATION'S STRUCTURE

We are an international provider of serviced apartments operating in over 110,000 units in over 85 countries across the world. We have 55 employees in EMEA, of which 38 are based in the UK with an annual turnover of circa £49 million.

Our business is organized into two key areas:

- Support Centre Functions: Finance, Global Supply Chain, HR, IT, Marketing, Rates and Revenue, Reservations, Sales and Business Development
- Operations: Our Apartment Sites

OUR SUPPLY CHAIN

Our supply chains include;

1. Our Global Property Partners who operate in the following key markets
 - USA
 - Canada & LATAM
 - UK
 - Europe
 - Australia
 - China
 - Singapore
 - Asia Pacific
 - Middle East
 - India
 - Africa
2. Our UK and European Suppliers examples include;
 - Agency workers
 - Laundry Services
 - Waste removal services
 - Buildings and maintenance etc. etc.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we ensure all Synergy employees and all Synergy suppliers support the following 4 pillars:

1. Values: Ensuring our employees and the suppliers we work with support our values
2. Monitoring: Conditions for workers in our supply chain
3. Improvement: Supporting our suppliers to improve where identified
4. Transparency: Being open and honest with each other



In accordance with these 4 pillars we have systems in place to:

- Monitor, Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Encourage reporting of concerns related to slavery and human trafficking
- Protect whistle-blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance for slavery and human trafficking. To ensure our entire supply chain and third-party partners comply with our values we have a supply chain compliance programme.

This consists of:

- Asking our new Global Partners to sign a Partner Agreement, confirming their compliance with the UK Modern Slavery Legislation.
- Ensuring key suppliers are aware of our *Anti-Slavery and Human Trafficking Stance*, including referring them to our *Modern Slavery Statement* and asking that they adhere to our statement.
- Carrying out a risk assessment of our suppliers and taking actions where risks are identified.

TRAINING AND COMMUNICATION

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff where this is identified as a training need. We also ensure the *Modern Slavery Statement* is communicated companywide through Line Management. We have an appointed Modern Slavery Compliance Officer who is available to field all queries and reported breaches (both internally and externally).

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We are committed to monitor both the internal compliance and the compliance of our suppliers in relation to Modern Slavery and Human Trafficking. Where any concerns are raised these are reported to our Compliance Officer and remedial plans are put in place.

We have not found any indicators of forced labor within our organization or supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2022.

**Debra Christopher, President
Synergy Global Housing**

DATE: 31ST JULY 2023