

# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

## CHANCELLORS GROUP

Chancellors is a trading name of The Chancellors Group of Estate Agents Limited. Registered Office: Building 1, Meadows Business Park, Blackwater, Camberley GU17 9AB Registered in England No: 2345397

### Introduction

We recognise that we have a responsibility to prevent modern slavery and human trafficking from existing in both our business and our supply chain.

Whilst we believe that both our business and the industry sector in which we operate are relatively low risk in this regard, our Modern Slavery and Human Trafficking Statement reflects this responsibility and sets out our commitment to developing and implementing business practices which ensure that we do not allow modern slavery and human trafficking to take place in our business.

### Our Business

Chancellors group has been in its current legal form since 1996 as at our most recent financial year end on 31<sup>st</sup> December 2024, we employed 470 people at our 59 networked offices and our central offices in Bracknell, Berkshire. We are one of the country's leading independent Estate Agents.

Our business is segregated into divisions and managed according to that division. The divisions of business we operate in are; Sales, Lettings, Commercial and New Homes. Each division is accountable to a Director of the company.

### Our Policies

All our branches and our offices across our network are operated by the Chancellors Group of Estate Agents Ltd. The company is wholly owned across the network and none of our business units are franchises, although a small number historically were.

We have clear employment policies and processes in place, failure to comply with which can result in disciplinary action against our employees. This can include immediate suspension or termination of their employment.

During the year 2024, we made some enhancements to our right-to-work and right-to-rent checking procedures, where we have utilised technology to perform these checks where legally possible alongside our team's involvement and review. The software performs a series of checks to ensure the quality of checking is enhanced. This will involve a potential candidate/applicant performing a specific randomised action at the time of the check, and submitting additional evidence. Any individual at risk of mistreatment as a result of modern slavery and human trafficking would not necessarily have the ability to meet the requirements of those checks. Given these checks cannot be predicted, manipulated or bypassed, we are confident they act as an additional layer of checking, which will highlight any anomalies for investigation.

We have a clear whistle blowing policy in place, which encourages our employees to report any wrongdoing in our business including those related to modern slavery or human trafficking. If we receive reports relating to any of these matters they will be fully investigated, and appropriate actions taken.

Our key suppliers include 3<sup>rd</sup> Party contractors, Recruitment Agencies and Professional Services suppliers. All of our supplier's work according to dedicated agreements. We expect our suppliers to have appropriate anti-slavery and human trafficking statements and we have communicated to our key suppliers that we have zero tolerance in regard to these, and all other regulatory matters. We will monitor our relationship with our suppliers and address any areas of concern with them as they may arise.

#### **Awareness**

To ensure an understanding of the risks of modern slavery and human trafficking in our business we ensure all relevant policies and processes are structured in such a way that means the treatment of workers and their remuneration is not an isolated or individual decision, but one that falls in line with those wider processes so that no single individual is placed at risk. All managers in the business are trained to ensure that all recruitment practices and everyday treatment of our employees is in line with the Equality Act 2010.

#### **Ongoing Commitment**

This statement was approved by the Managing Director on behalf of the Directors in March 2025 is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes The Chancellors Group of Estate Agents Ltd and Life Financial Services Ltd Modern Slavery and Human Trafficking Statement for the current financial year.

This statement will be reviewed on an annual basis.

**Chancellors Group of Estate Agents Ltd**