



COUNTRYWIDE PLC

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR 2019

INTRODUCTION

This statement is made on behalf of Countrywide plc pursuant to the section 54(1) of the Modern Slavery Action 2015 and comprises our slavery and human trafficking statement.

We are committed to improving our practices to combat slavery and human trafficking.

OUR BUSINESS

We are the UK's largest property services group. We are the parent company of Countrywide Group plc ('the Group'). Countrywide plc has its head office in the UK. The Group has over 8000 employees who operate in the UK.

We manage the Group through three customer-centric business units:

1. **UK** – bringing our sales, lettings and residential development businesses together, defined in one business unit and recognising distinct characteristics of the London Market.
2. **Financial Services** – clear and distinct mortgage, insurance and protection business.
3. **B2B** – includes surveying, conveyancing and corporate property services

OUR SUPPLY CHAINS

Our supply chains include: outplacement of IT services, plus outplacement of certain other routine administrative tasks that are commoditised in nature. Outplacement is to a mix of onshore and offshore providers.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business and in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify, monitor and mitigate against industry risk, business transaction risk and risk in the countries in which we operate, we nominate senior representatives of the business units and functions, who in turn report to the Group Risk and Compliance Committee chaired by the Enterprise Risk Director.

We have in place policies and systems across our business; our trading partners; and our supply chains to:-

- Identify inappropriate employment practices;
- Identify, assess and monitor other potential risk areas;
- Mitigate the risk of slavery and human trafficking occurring;
- Protect whistleblowers; and
- Investigate reports of Modern Slavery.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we operate in line with principles of responsible sourcing, including paying employees at the prevailing minimum wage applicable within their relevant country of operations. We have in place a Supplier Code of Conduct which outlines our expectations. The relevant account managers will monitor and enforce compliance of the Supplier Code of Conduct.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, we provide relevant training to our colleagues. Under our Supplier Code of Conduct we also require our business partners to provide regular and relevant training to their staff and suppliers and providers.

STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31st December 2019 and was approved by the Board of Directors of Countrywide plc on 29th January 2020.



Signed by Gareth Williams (Company Secretary) on behalf of

Peter Long
Executive chairman
Countrywide plc
29th January 2020