

# **Innova Partnership Management Limited**

**Slavery and Human Trafficking Statement for the financial year ended 31 March 2023**



### Our organization, our business and our structure

Innova Partnership Management Limited ("Innova") a company incorporated in England and Wales. It is a partnership and has business operations in the United Kingdom. Innova is a partnership between Network Rail and IJM Land Berhad ("IJM Land"), a company incorporated in Malaysia. IJM Land Group's core business is property development and the operations of the Group span across 4 countries: - United Kingdom, Republic of China, Vietnam and Malaysia being its primary focus. IJM Land has one or more operating offices in these countries with the headquarters based in Selangor, Malaysia and has a worldwide team of circa 650 employees. The ultimate holding company of IJM Land is IJM Corporation Berhad, a company incorporated in Malaysia and listed on the Main Market of Bursa Malaysia Securities Berhad.

### Our supply chain

Wherever possible, Innova will establish long standing relationships with our suppliers, majority of reputable and well-established backgrounds. Our expectations on business conduct and that no slavery and human trafficking will be tolerated are made clear to our suppliers.

### Our policies in relation to slavery and human trafficking

Innova realises that slavery and human trafficking can be any form of coerced labour, including compulsory labour, child labour, servitude and workplace abuse. Innova is committed to act ethically and with integrity, to ensure that modern slavery and human trafficking plays no part in our business and to the extent possible, in our supply chain. Innova has a transparent recruitment process which includes checks on our employees as to their ability to provide evidence that they are in possession of their own identification documents.

### Risks assessment of our business and steps taken to manage these risks

The property development sector is highly regulated in all of the countries that the Group operates. All works are carried out in accordance with the regulations of each jurisdiction and the Directors believe that this significantly reduces the risk of contravention with the Modern Slavery Act. Risk areas are continuously reviewed, identified, assessed and monitored. The Whistle Blowing Policy adopted by the Group is also a useful mechanism to ensure compliance.

### Measuring the effectiveness of our policies

In 2018, we continue to include key performance indicators (KPIs) to measure how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains including recording:

- I. the number of high-risk suppliers;
- II. the proportion of high-risk suppliers on which due diligence for Modern Slavery has been completed, and
- III. the proportion of contracts with high risk suppliers which include an anti-Modern Slavery Clause.

Where appropriate, Innova requires our suppliers to have completed the pre-qualification process, of which the suppliers will declare their awareness of the Modern Slavery and Human Trafficking Act 2015.

### Training

The requirement of the Act, best practices and related information will be placed in the Group's intranet and all other communication portals. All staff has access to the intranet and portals as part of the Group's initiatives to communicate and connect. All Directors will be briefed on the subject.

This Statement is made in pursuant to section 54(1) of the United Kingdom Modern Slavery Act of 2015 for the financial year ended 31 March 2023. The Statement has been approved by the Board of Directors on 18 September 2023.

Signature:

Name: MARK ANDREW LAHIFF

Designation: Director