

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement sets out the steps that The Carers Group Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking, and forced labour. The Carers Group Ltd has a zero-tolerance approach to any form of modern slavery and human trafficking. We are committed to acting ethically and with integrity and transparency in all business dealings, and to putting in place effective systems and controls to safeguard against any form of modern slavery within the business or our supply chains.

We are a provider of Adult social care services. Our supply chain includes third parties, such as agencies, for the recruitment and selection of our colleagues in the UK and overseas. We also procure goods and services from organisations based within the UK. Our head office is based in Thurrock.

The Carers Group Ltd implements its business strategy in an ethically, socially, and environmentally responsible manner. We fully acknowledge our responsibility to respect human rights as set out in the International Bill of Human Rights (IBHR). The IBHR informs all of our policies related to the rights and freedoms of every individual who works for us, whether as a direct employee, an agency worker, or indirectly through our supply chain. We are also committed to implementing the United Nations Guiding Principles on Business and Human Rights throughout our operations. Respect for the dignity of the individual –and the importance of each individual’s human rights–forms the basis of the behaviours we expect in every workplace nationally.

We will not accept any form of discrimination, harassment, or bullying, and we require all managers to implement policies to increase equality of opportunity and inclusion for all employees, including agency workers. We have also developed and implemented policies and processes which are intended to extend these commitments through our supply chain.

Policies

We have several internal policies to ensure we conduct business ethically and transparently. These include:

1. Human Rights Policy and our Ethics Policy, where we confirm that we will not tolerate or condone the abuse of human rights within any part of our business or supply chains and will take seriously any allegations that human rights are not adequately respected.
2. Whistleblowing Policy, aimed principally at our employees but also available to others working in our supply chains, which encourages staff to report any wrongdoing that extends to human rights violations like Modern Slavery. All reports will be thoroughly investigated, and appropriate remedial actions will be taken. We will work closely with social care and health providers, ensuring that our policies and procedures dovetail with local procedures and best practice.
3. A robust recruitment policy, including conducting eligibility checks to work in the UK for all employees, to safeguard.
4. Employee Code of Conduct consistent with any professional codes of conduct.

Direct Communication

The Company encourages members of the public or people not employed by us to write, in confidence, to raise a concern, issue or suspicion of modern slavery in any part of our business.

Suppliers

We conduct due diligence on all suppliers before allowing them to become a preferred supplier. We include an online search to ensure that particular organisations have never been convicted of offences relating to modern slavery. Suppliers are required to confirm that no part of their business operations contradicts this policy. We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour. As part of our contract with suppliers, they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business.
2. They hold their suppliers to account over modern slavery.
3. For UK-based suppliers, they pay their employees at least the national minimum wage/national living wage (as appropriate) and to ensure that within their supply chains, where UK-based suppliers have overseas supply chains, that their employees' pay is consistent with their national minimum wage requirements, working conditions are safe and fair, there is no child labour, and working hours are not excessive.
4. We may terminate the contract at any time should any instances of modern slavery come to light.

Risk Assessments

Our supply chains include procurement of staff, consumables, facilities maintenance, and waste management. We have conducted a risk assessment and conclude that our business and supply chains pose a low risk of modern slavery. We will continue to take the appropriate steps to ensure we support the eradication of modern slavery, that staff understand how to recognise modern slavery and that the relevant safeguarding reporting processes are followed should there be concerns within our supply chains, with customers or suppliers.

Performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery is not taking place within our business or supply chain if:

No reports have been received from employees, the public, law enforcement agencies, or local safeguarding teams to indicate that modern slavery practices have been identified.

Safeguards

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring that no one suffers any detrimental treatment as a result of reporting, in good faith, their suspicion that modern slavery, of whatever form, is or may be taking place in any part of our business: detrimental treatment includes dismissal, disciplinary action, threats, or other unfavourable treatment connected with raising a concern. The Carers Group Ltd will accept and take seriously concerns communicated anonymously.

However, retention of anonymity renders investigations more difficult and can make the process less effective. Individuals are therefore encouraged to put their names to allegations. Any claims or allegations found to be malicious or vexatious will result in disciplinary action against the individual.

Responsibility for this Statement

The ultimate responsibility for preventing modern slavery rests with the Managing Director, who must ensure that this policy and its implementation comply with our legal and ethical obligations. Managers at all levels are responsible for ensuring that those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery.

Assessment of effectiveness in preventing Modern Slavery

We understand that the risk of modern slavery is not static and will continue our approach to mitigating this risk. We will assess the risk through our internal auditing processes.

This statement is made according to section 54(1) of the Modern Slavery Act 2015. It constitutes the modern slavery and human trafficking statement of The Carers Group Ltd for the financial year ending 2026. The CEO of The Carers Group Ltd has approved this statement.

Approval for this Statement:

This statement was approved by:

Keziah Ampofo [CEO]

Dated: 21 March 2025