



# CARING HOMES

## Modern Slavery Statement

### Introduction

Caring Homes Group is committed to preventing modern slavery and human trafficking in all aspects of our business and supply chain. This statement outlines the steps we have taken and will continue to take to ensure compliance with the **Modern Slavery Act 2015** and reflects our dedication to ethical business practices and the safeguarding of human rights.

### Our Business

Caring Homes Group operates as a private care home provider across the UK and the Isle of Man, managing 21 care homes. We deliver high-quality elderly residential and specialist care services, supported by a team of approximately 1,600 employees and offering 1,150 care beds.

### Our Supply Chains

Our supply chains encompass a wide range of goods and services essential to our operations, including:

- Recruitment and selection, both within the UK and internationally, involving third-party agencies.
- Construction, utilities, and facility management services.
- Food, catering, and waste removal services.
- Medical equipment, supplies, and other operational necessities.

### Our Policies on Modern Slavery and Human Trafficking

We are firmly committed to ethical and transparent business practices and to ensuring that slavery and human trafficking do not occur within our operations or supply chains. Key policies underpinning this commitment include:

- A **Modern Slavery Policy** outlining our zero-tolerance stance.
- A **Whistleblowing Policy** to protect individuals who report concerns.

### Due Diligence and Risk Assessment

To prevent and address risks of modern slavery and human trafficking, we have implemented the following measures:

- Identify and assess potential risk areas in our supply chain, so that we can mitigate the risk of slavery and human trafficking occurring.
- Ensure that all suppliers confirm compliance with the requirements of the Modern Day Slavery Act (2015).
- Maintain open communication within our supply chain to ensure understanding of expectations and compliance.



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- Ensure that employees and managers are advised how to report any incidents they know about or hear of in the workplace and/or through their association with others.

## Training and Awareness

We actively train employees to recognize and respond to signs of modern slavery, particularly those involved in recruitment, procurement, and supplier management. Training is supported by collaboration with external organizations such as the **Gangmasters & Labour Abuse Authority** to strengthen our approach.

## Whistleblowing Protection

We encourage employees and suppliers to report concerns confidentially and ensure protection for whistleblowers.

## Future Actions

Caring Homes Group is committed to continuous improvement in this area.

## Approval and Review

This statement is made pursuant to **Section 54(1) of the Modern Slavery Act 2015** and constitutes Caring Homes Group's modern slavery and human trafficking statement for the financial year ending March 2025.

November 2024	People Team	April 2025