

## MODERN SLAVERY STATEMENT

This statement is made pursuant to section 54 of the Modern Slavery Act 2015, for the financial year ending 5<sup>th</sup> April 2020.

### Structure and supply chains

Rose Care is a home care business based in Felixstowe providing care services in the local area of Felixstowe, Trimley, Kirton and Walton. The company Directors have extensive experience in the care sector. Rose Care employs 30 staff who work flexibly to deliver care services.

Rose Care procures services and goods from third party providers based within the UK.

As part of the care sector, Rose Care recognises that it has a responsibility to take a robust approach to slavery and human trafficking. We are absolutely committed to preventing slavery and human trafficking in our business activities, and to ensuring that our supply chains are free from slavery and human trafficking.

### Our policies

The Company Directors are responsible together with the Operations Manager for identifying, implementing and reviewing policies in the business.

We are confident that our policies promote good behaviour amongst our colleagues at work and within the business in relation to modern slavery and trafficking. Our policies and procedures are kept under review to make sure that they reflect the changing needs of the business, our staff and our customers. The following policies describe our approach to identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- Staff handbook;
- Recruitment process;
- Staff Code of Conduct;
- Equality Statement;
- Whistleblowing Policy.

### Due diligence

Rose Care employs people solely within England. Our recruitment processes are set out in [document] and ensure that all prospective employees are legally entitled to work in the UK. [Rose Care does not work with recruitment agencies.]

Rose Care undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. This includes evaluating the modern slavery and human trafficking risks of any new supplier and ensuring that suppliers follow ethical practices.

### Training and continuing vigilance

The company Directors have raised awareness of Modern Slavery issues through discussions with management and staff involved in recruitment and procurement. This includes:

- The basic principles of the Modern Slavery Act 2015;
- How employers can identify and prevent slavery and human trafficking;
- What employees can do to flag up potential slavery or human trafficking issues within the business; and
- What external help is available, for example through the modern Modern Slavery Helpline.

We will continue to enhance the assurances we seek from suppliers as to their avoidance of modern slavery and human trafficking.

**Planned activities**

Over the next 12 months we will build on the work already done to further develop our anti-modern slavery policies and procedures. Planned activities include:

- Continuously updating our procurement process and key policies.
- Ensuring that modern slavery is addressed throughout the procurement process by implementing new due diligence and risk checks that evaluate potential suppliers in relation to modern slavery and identify improvements before they enter the supply chain.
- Providing specific Modern Slavery Act training to key individuals and teams to those who are responsible for managing contractual relationships.

**Approval**

This statement has been approved and signed by the Company Directors



30.05.19

Signed:

Date: