

## Modern Slavery Statement

### Our commitment to the principles of the Modern Slavery Act 2015

Help & Care is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our staff and volunteers.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We maintain a whistleblowing policy to enable staff and volunteers to raise concerns related to modern slavery and other matters.

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.

### Our supply chain

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited and we procure goods and services using a robust approach from a restricted range of suppliers.

Suppliers contracting with Help & Care are expected to meet their obligations under the Modern Slavery Act, and to comply with relevant Help & Care policies and procedures.

We will continue to carry out particular due diligence to understand what measures these suppliers are taking and what mitigation they have in place to prevent modern slavery before we enter into a contract with them. This will consist of detailed questions at procurement stage.

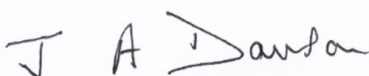
For existing suppliers, we will carry out checks to understand their commitment and progress.

### Measuring effectiveness

We recognise the importance of maintaining constant vigilance to identify and address any issues associated with slavery and human trafficking is not taking place in any part of our organisation or supply chains.

We are committed to continuing to enhance our capacity to identify, prevent and mitigate any actual or potential risks in these areas.

**Approval** - This statement has been approved 7th March 2024.

A handwritten signature in black ink that reads 'J A Dawson'.

J A Dawson, Trustee Chair