

Modern Slavery Statement

Introduction from Andy Hogarth, CEO

Modern slavery can take place in a wide range of employment sectors, including social care. In addition to the potential risk to employees, people using our services may also be victims of modern slavery or human trafficking.

As a caring organisation Modern Slavery goes against our company values which have 'being kind' and 'showing integrity' at their core. As a large organisation we recognise the responsibility that we have to the thousands of people that we employ and support and are committed to preventing any slavery or human trafficking, taking all necessary steps to mitigate any potential risk.

Our Modern Slavery Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our Business

We have been providing quality home care since 1989 and are one of the largest and most experienced social care providers in England & Wales. We provide solutions that enable individuals to maintain independence in their own homes or facilitate them to return home from hospital to rehabilitate, following illness or injury, in familiar surroundings. We operate a professional care service that enables independence and choice while providing comfort, companionship and support, whether it is for half an hour a week or 24 hours a day.

Our Policies

We have policies that ensure we are conducting business in an ethical and transparent manner.

- We have a Modern Slavery Policy which is reviewed on an annual basis.
- A Whistleblowing Policy aimed principally at our employees, but also available to others working in our supply chains, which encourages staff to report any wrongdoing, including human rights violations like Modern Slavery.
- A Complaints Policy. Whilst aimed at receiving complaints or concerns about our care provision or conduct, all complaints received will be fully investigated and appropriate remedial actions taken. We will work collaboratively with our social care and health partners to ensure our safeguarding policies and procedures dovetail with local procedures and best practice.

- A robust Recruitment Policy, including conducting DBS and eligibility to work in the UK checks for all employees.
- An Anti-Corruption and Bribery Policy. It is our policy to promote our business being conducted in an honest and ethical manner. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships.

Training

We have incorporated training on modern slavery into the induction programme for all new carers. The training aims to increase awareness on modern slavery and human trafficking, explaining how to identify if this type of abuse is happening and what to do if you think it may be taking place.

We will ensure that all employees are made aware of our Modern Slavery Policy and their obligations within it.

We plan to further increase employee awareness by introducing a training module on our Learning Platform for all staff members to access.

Our Supply Chain

The main way of mitigating the risks posed by modern day slavery is to fully understand how, and on what we spend money, and the country of origin for each area of our supply chain.

Our main areas of expenditure are:

- Recruitment
- Personal Protective Equipment (PPE)
- Property
- Marketing Analytics
- IT Support Services
- Financial services

Our priorities with respect to this risk are identified as the recruitment of staff and the purchase of PPE; people are the output of the service of recruitment and due to the nature of our service our people have a requirement for PPE.

We work with several recruitment partners based in Spain, Greece and South Africa and where possible the recruiters are employed by Helping Hands and have a clear understanding of our zero-tolerance policy to modern day slavery. Where direct employment is not possible, we work with partners who share our approach. All employees are paid directly by Helping Hands.

For PPE we are working with UK suppliers where possible so that we can fully audit their premises but, where this is not possible, we work with our first-tier suppliers to ensure they have a robust process in place with suppliers/agents in-country including Thailand, Malaysia and China.

As a minimum, compliance to Modern Day Slavery Act 2015 is inherent in our contracts and we seek to work with suppliers to increase our knowledge of our full supply chain so that we can mitigate evolving risks when identified.

Effectiveness of our approach

As no reports have been received from employees, the public, law enforcement agencies or local safeguarding teams we are confident that the steps we are taking to ensure slavery is not taking place within our business are effective.

This document constitutes our Modern Slavery Statement for the financial year ending 30th December 2019 and has been created in accordance with the Modern Slavery Act 2015.

A handwritten signature in black ink, appearing to read 'Andy Hogarth', written in a cursive style.

Signed on behalf of the Board of Directors by Andy Hogarth, CEO.