



## MODERN SLAVERY STATEMENT

### INTRODUCTION

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes ExemplaCare's slavery and human trafficking statement for the financial year ending 31st December 2021. This statement covers the activities of ExemplaCare, which provides domiciliary care to clients in their own homes in the United Kingdom.

### OUR COMMITMENT

ExemplaCare acknowledges its responsibilities under the Modern Slavery Act 2015 and is committed to preventing slavery and human trafficking within its own businesses and in its supply chains. The business understands that this requires an ongoing review of both its internal practices in relation to its labour force and its supply chains.

We have a zero tolerance policy towards modern slavery. We will refrain from entering into business, and/or will discontinue any current business with any other organisation which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

### DEFINITIONS

ExemplaCare considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have a restriction placed on freedom of movement.

## OUR SUPPLY CHAIN

ExemplaCare is committed to continuously improving its practices to identify and eliminate any slavery and human trafficking in its business and supply chains, and to acting ethically and with integrity in all its business relationships.

ExemplaCare is supplied with PPE equipment by the NHS and their chosen partners.. ExemplaCare's indirect supply chains include services and products that are not for resale, instead they support which include but are not limited to; operational infrastructure, courier and logistics services, office space, IT and professional services such as marketing, human resources and accountancy.

## POLICIES

ExemplaCare has provided policies which aim to minimise the risk of modern slavery in our business. These include:

- Whistleblowing Policy which encourages staff to report concerns or wrongdoing which is in the public interest, including any related to modern slavery/trafficking and child or forced labour.

## DUE DILIGENCE

We monitor suppliers we believe present high modern slavery risks in our supply chain.

All suppliers which we class as high risk must complete our Modern Slavery Act Due Diligence Questionnaire which covers their governance, policies, training and supply chain management processes.

ExemplaCare is responsible for assessing the information submitted by suppliers. Should a supplier fail to provide the information requested or to meet our expectations, ExemplaCare will take appropriate action, which may include not entering into a relationship or terminating the relationship with the supplier concerned.

## TRAINING

We continue to provide advice and guidance to those teams who have direct responsibility for relevant supply chains and upon commencement of employment in further modern slavery training. We also maintain a Modern Slavery Act Guidance document which is available to all staff on our centralised database. All staff are made aware of the business policies relating to standards of behaviour that it requires from them and who to report any concerns to.

## LOOKING AHEAD

Over the course of the next year, we will continue to enhance our procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.

## APPROVAL

This statement has been formally approved by the Directors of ExemplaCare:

Angela Nottage & Miles Nottage

NOVEMBER 2022