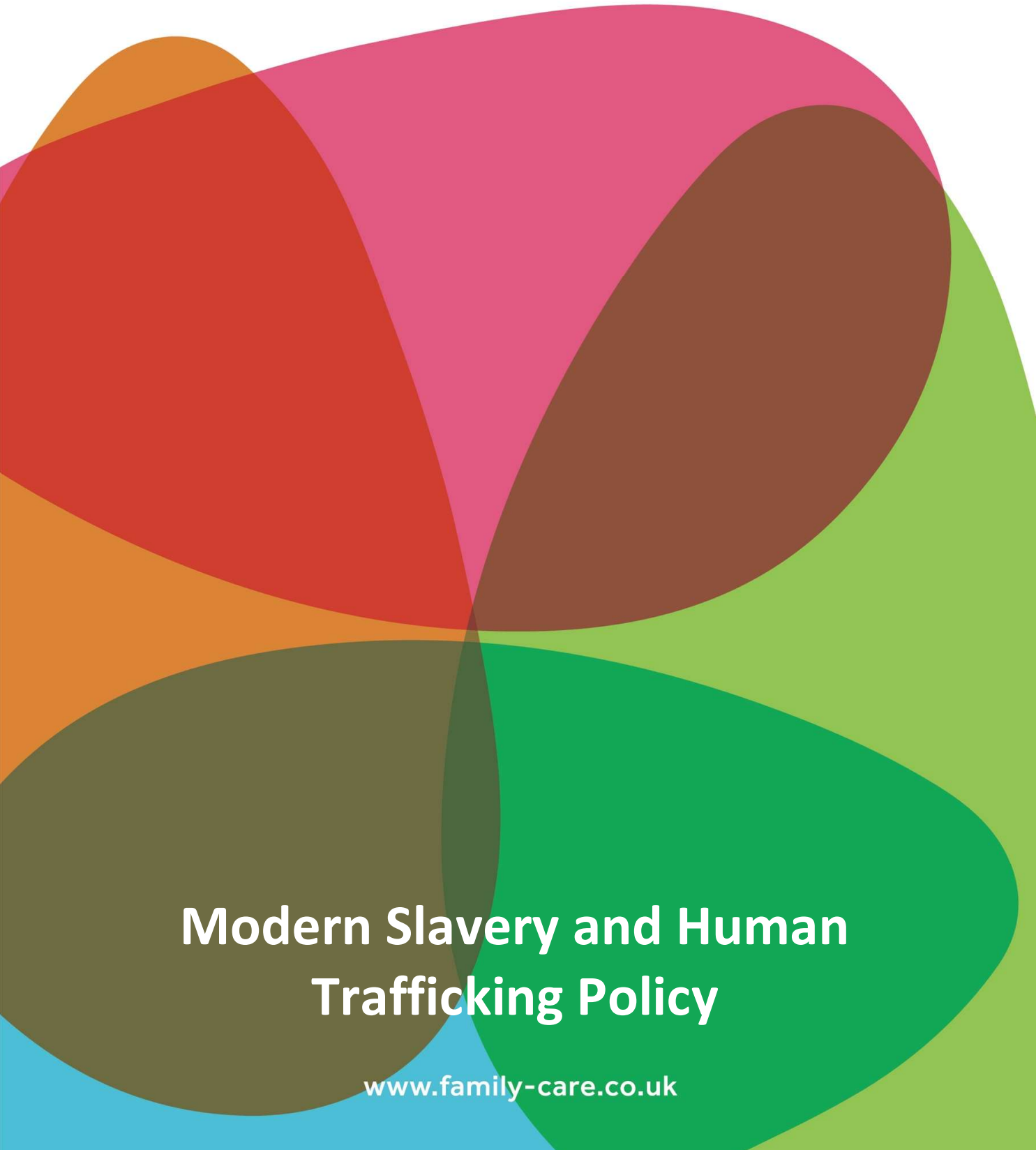


FamilyCare

Healing pasts • Building futures

An abstract graphic composed of several overlapping, rounded, organic shapes in various colors: orange, pink, red, brown, green, olive, and blue. The shapes overlap in a way that creates a sense of depth and movement, with some colors appearing more prominent than others.

Modern Slavery and Human Trafficking Policy

www.family-care.co.uk

Modern Slavery and Human Trafficking Policy

Implemented/Reviewed: September 2026

Date of Next Review: September 2027



Modern Slavery Act 2015 – Transparency Statement

This policy sets out Family Care Group's commitment to understanding and addressing potential modern slavery risks within its operations and supply chains, and to taking appropriate steps to prevent, identify and respond to such risks. This policy supports Family Care Group's commitment under the Modern Slavery Act 2015 and informs the organisation's approach to preventing modern slavery and human trafficking.

Family Care Group recognises that while it cannot guarantee the complete absence of modern slavery, it will take all reasonable and proportionate steps to prevent, identify and mitigate the risk of slavery and human trafficking within its operations and supply chains.

Our Commitment

We are committed to:

- Acting ethically and with integrity in all business dealings
- Implementing effective systems and controls to minimise the risk of modern slavery
- Ensuring transparency within our organisation and supply chains
- Supporting staff to identify and report concerns

Organisational Responsibility

Responsibility for this policy lies with senior management, who will ensure:

- Appropriate procedures are implemented and maintained
- Risks are identified and managed
- Staff are trained and supported

Managers are responsible for:

- Ensuring compliance with this policy
- Monitoring risks within their area of responsibility
- Taking action where concerns are identified

All employees are responsible for:

- Being aware of the risks of modern slavery
- Reporting any concerns or suspicions
- Following company procedures



Risk Assessment

Family Care Group will identify and assess potential modern slavery risks within:

- Recruitment and employment practices
- Use of agency or temporary staff
- Procurement and supply chains
- Service delivery environments

Risk assessments will be reviewed regularly and updated where:

- New risks are identified
- Changes occur within the organisation or supply chain
- Incidents or concerns arise

Due Diligence and Supply Chains

Where appropriate and proportionate, Family Care Group will undertake due diligence on suppliers to understand the risk of modern slavery within their operations and supply chains.

This includes consideration of:

- The structure of the supplier's business and supply chains
- Policies relating to slavery and human trafficking
- Due diligence processes in place
- Identified risks and how they are managed
- Measures used to assess effectiveness
- Training will be provided to staff and during induction period and refreshed periodically in line with training requirements and / or identified needs

Where concerns are identified:

- Further investigation will be undertaken
- Appropriate action will be taken, which may include terminating supplier relationships

Training and Awareness

Staff will be provided with appropriate training and guidance to:

- Understand what modern slavery is
- Recognise potential indicators of exploitation
- Know how to report concerns

Training will be provided at induction and refreshed as required.

Reporting Concerns

Family Care Group encourages all staff, contractors and external parties to report any concerns regarding modern slavery or exploitation. Where concerns relate to a child or vulnerable adult, staff must also follow the organisation's Safeguarding Policy and report concerns immediately

Concerns can be raised through:

- Line management
- Senior management
- The confidential whistleblowing procedure (as outlined in the Employee Handbook)

All concerns will be taken seriously and investigated appropriately.

Staff will not suffer any detriment for raising legitimate concerns in good faith.

Responding to Concerns

Where modern slavery is suspected or identified:

- Immediate steps will be taken to ensure safety and wellbeing of individuals
- Concerns will be escalated to senior management
- Appropriate safeguarding procedures will be followed
- External agencies may be contacted where required (e.g. police or relevant authorities)

Safeguarding and Service Users

Family Care Group recognises that individuals within the care sector may be particularly vulnerable to exploitation.

The organisation will:

- Ensure safeguarding policies are followed in all cases
- Be alert to indicators of exploitation among staff and service users
- Work with relevant agencies to support individuals where concerns are identified

Monitoring and Review

The effectiveness of this policy will be monitored through:

- Review of incidents and concerns raised
- Internal audits or reviews of procurement and recruitment processes
- Feedback from staff and stakeholders

This policy will be reviewed annually or sooner if:

- There are changes in legislation or guidance
- An incident identifies the need for improvement
- Organisational changes occur



Statement Approval

This policy forms part of Family Care Group's commitment under the Modern Slavery Act 2015.

Where Family Care Group is legally required to do so, an annual Modern Slavery Statement will be approved by the Board and published in accordance with Section 54 of the Modern Slavery Act 2015.

