



Modern Slavery statement

March, 2017

Got a question ? Contact the office on 01372 231007 or e-mail admin@Care101.co.uk

Terms

The term “modern slavery” encompasses both slavery, human trafficking, servitude and forced labour. Care101 has a zero-tolerance approach to any form of modern slavery and in all we do, aim to act both ethically and with integrity in all our everyday business dealings. We expect any staff member working for us or supplier working with us to follow these ideals put in place such controls to prevent it from occurring in any form.

Our policy

In everything we do, we aim, to conduct business in an ethical and transparent manner...

- Our anti-slavery policy aims to promote the abolition of all modern slavery. If any staff member believes they have identified any instance of this, within Care101 or while at a client site, they are to report it immediately to a Care101 director.
- During our recruitment process, we conduct a robust recruitment policy, including right to work (RTW) in the checks in the UK. These include the verification of passports, permits and visas and may also involve government agencies or 3rd parties as needed. We do this to help guard against human trafficking or individuals being forced to work against their will.
- Care101 operates a strict and confidential whistleblowing policy. All employees of the company know that they can raise any concerns about how colleagues are being treated, or practices within our business or on client sites, without fear of reprisals.
- Our code of conduct (documented separately) outlines how we expect all Care101 staff to behave whilst at client sites and/or working in any capacity for the company.

Clients & suppliers

We expect any supplier we work with to follow the same principles as outlined here. In addition, any client our staff work with on behalf of Care101 would also be expected to follow these goals, not least because failing to do so could jeopardise our staff's wellbeing and notwithstanding any breach would go against our own policy.

In particular we would expect a supplier or client to...

- Uphold all principles that aim to prevent and abolish modern slavery in any form.
- Take all appropriate steps to eradicate modern slavery within their business.
- Hold their own suppliers to account over modern slavery.
- Pay their own staff at least the national minimum wage or national living wage as appropriate in the UK.
- For overseas organisations, pay their employees at least the prevailing minimum wage applicable within their country of operation.

Reporting

In the event any staff member feels that any action that constitutes towards slavery is taking or has taken place in any business activity related to Care101, they are to report it to a director at the earliest opportunity. Information will remain in confidence unless the nature of that information deems it necessary to be shared with the relevant authorities or third parties.