



Heathcotes Group

Introduction

The Modern Slavery Act 2015 made it a legal requirement for companies to be socially responsible and protect the human rights of workers. Alongside our legal obligations, our core corporate beliefs include respect for the rule of law, promoting liberty, enterprise and democracy. To adhere to these beliefs and the law, we must take responsibility for the individuals that work with and for us. This statement sets out the action we have taken during 2019, aimed at ensuring that our activities and supply chains are free from modern slavery and human trafficking.

Organisation Structure

Heathcotes provides Residential Care and Supported Living services to people who either have a learning disability, an autistic spectrum disorder with associated complex challenging needs and/or a mental health diagnosis. We currently employ in excess of 1800 employees across 72 services.

Our Suppliers

Our supply chain includes the use of third parties such as agencies who assist Heathcotes with their recruitment of the employees.

Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We strive to maintain the highest standards of conduct and ethical behaviour from our employees and suppliers and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chain or our operations.

Action we are taking

To ensure that we are being effective in this area, the actions which we take and will continue to take are to:

- Identify and assess potential risk areas in our supply chain, so that we can mitigate the risk of slavery and human trafficking occurring
- Ensure that all suppliers confirm compliance with the requirements of the Modern-Day Slavery Act (2015)
- Maintain open communication within our supply chain to ensure understanding of expectation and compliance
- Ensure that employees and managers are advised of the Company's ethos and principles in relation to anti-slavery and human trafficking
- Ensure that employees and managers are advised how to report any incidents they know about or hear of in the workplace and/or through their association with others