



Modern Slavery and Human Trafficking Statement

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

The Board of Trustees and Senior Management of Community Integrated Care are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any of our business dealings and relationships.

As a leading health and social care provider in the UK, our Modern Slavery and Human Trafficking Policy reflects our commitment to act ethically and with integrity in all our business relationships. We also undertake appropriate due diligence and have effective controls in place to identify potential risk areas and to report and act upon any concerns.

ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

We are a provider of Independent Living care and support services in the health and social care sector. We have an annual turnover of £142m with over 5,200 employees operating in England and Scotland.

Our supply chain relates to the provision of goods and services that an organisation involved in the provision of social care would normally require e.g. business support and supply of labour. In addition, we campaign with and on behalf of the people we support, their families and carers.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we have in place systems to:

- Identify and assess potential risk areas in our supply chains and workforce and expect suppliers to ensure adherence to our values and ethical standards, vetting for suitability wherever possible.
- We have established appropriate policies and processes within our organisation to make sure that the products we purchase comply with our ethical standards.
- We are committed to ensuring our supply chains are free from modern slavery and human trafficking and seek to work only with those organisations who also want to and can demonstrate they also take the same approach.
- Our Code of Practice provides important guidelines for interactions with colleagues, people we support, suppliers and other business partners. At the core of the Code of Practice and in the Charity's policies and procedures, we are an equal-opportunities employer committed to creating and ensuring a non-discriminatory and respectful working environment for our colleagues. Our robust recruitment and people management processes are designed to ensure

- that all prospective colleagues are legally entitled to work in the UK and to safeguard colleagues from any abuse or coercion once in our employment.
- Our Speak-Out (Whistleblowing) Policy encourages all colleagues to raise concerns including potential violations of the Code of Practice, company policies, and the laws of England and Scotland. We have reporting mechanisms in place to collect and relay information regarding potential violations to appropriate company resources for review and follow-up action.
 - We conduct web-based and training for colleagues to emphasise the importance of acting with integrity and in line with our principles and Code of Practice.
 - We have commenced a programme of targeted training sessions for colleagues to further increase awareness and understanding of our key compliance topics, including our Speak-Out framework.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance approach to modern slavery and human trafficking. To ensure all those in our supply chain comply with our values, we have in place a supply chain compliance programme. This involves various internal departments, including human resources, audit, procurement and legal. Wherever possible, we look to establish sound and long-standing relationships with suppliers who understand and share our business and operational values.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We continue to review ways in which we can tackle slavery and human trafficking within our sector. We also assess how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or our supply chains by:

- Ensuring HR and payroll systems are effective to identify and report on any potential breach of legislation.
- Undertaking regular reviews of our purchasing and due diligence processes.
- Maintaining good and open communication with our suppliers to ensure there is clear understanding of expectation, activity and compliance.
- Ensuring staff are trained and sensitive to the impact of the legislation and its possible impact on our activities.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group slavery and human trafficking statement for the financial year ending 31 March 2023.



Libby Raper
Chair of Trustees
Community Integrated Care

Date: 6 December 2023