



## MODERN SLAVERY POLICY

1. Reliable Healthcare Group Limited is committed to eliminating modern slavery, human trafficking, forced labour and similar human rights abuses.
2. Reliable Healthcare Group Limited is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. Reliable Healthcare Group Limited provides appropriate training and awareness information for all of its staff.

In particular all of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to the Operations Manager, Martin Smith.
5. Reports surrounding these issues are taken extremely seriously by our board of directors, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
  - Working with the appropriate organisations to improve standards
  - Removing that organisation from our preferred supplier list
  - Passing details to appropriate law enforcement bodies
6. Modern Slavery takes many different forms, these may include:
  - Sexual Exploitation
  - Criminal Exploitation
  - Domestic
  - Labour Exploitation

Some signs may include:

- Rough, or malnourished appearance
- Same clothes worn every day or for long periods
- No personal identification
- Lack protective equipment or tools do the job
- untreated injuries.
- appear distressed, withdrawn, or show signs of physical or psychological abuse
- possess limited language skills or limited English if from abroad
- few personal belonging
- long hours being worked but never seem to have much money
- Females have unwanted or underage pregnancy

7. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:
  - The percentage of workers supplied from audited businesses / our preferred supplier list
  - The effectiveness of enforcement against suppliers who breach policies
  - The amount of time spent on audits, re-audits, spot checks, and related due diligence and
  - The level of modern slavery training and awareness amongst our staff
  
8. We would also recommend reading this in conjunction with our other policies, including our:
  - Corporate social responsibility policy
  - Ethical trading policy

This policy was adopted on July 2019 after being agreed by our board of directors. It is reviewed annually.

**Martin Smith**  
**Operations Manager**