

# Modern Slavery Statement

## 1. Structure

As a family run company, our care and nursing is the kind we'd want all of our loved ones to receive. We want to make life comfortable and enjoyable for all our residents, allowing them to live safely and as they choose.

We're committed to doing the right thing not just for our residents but for our colleagues and also those who support us through our supply chains. We take our corporate social responsibility seriously.

We remain fully committed to the ideals set out in the Modern Slavery Act and continue to examine how slavery and human trafficking could affect our business and explain the steps we will be taking in the fight against it. This statement is made on behalf of all companies within the Country Court Care Group as relevant.

## 2. Slavery and human trafficking policies

We have an absolute zero tolerance policy to modern slavery. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have implemented a modern slavery and human trafficking policy and are committed to highlighting the importance of this policy across our organization; in particular, with those who share procurement responsibilities.

## 3. Due diligence procedures

We understand that our biggest exposure to Modern Slavery is in our recruitment of staff from outside the United Kingdom and Ireland. We recruit internationally via agencies from various countries and continents including Africa, India and the Philippines. All candidates are offered a contract of employment, pay rates in accordance or above our sponsorship requirements and are free to leave our employment should they wish to at any point.

## 4. Identifying, assessing and managing risk

We will set out to identify the extent of any slavery and human trafficking in our supply chains by any of the following means as we consider appropriate:

- Conducting spontaneous spot-checks of the agencies we rely on to recruit staff from outside the United Kingdom and Ireland
- Engaging third party auditors to conduct spontaneous social audits
- Interviewing workers recruited from outside the United Kingdom and Ireland, to discuss their conditions and their rights

## 5. Key performance indicators

In order to assess the effectiveness of our modern slavery measures we will be reviewing the following key performance indicators:

- Staff training levels
- Number of slavery incidents reported in the supply chain

## 6. Training available to staff

A key part of our slavery and human trafficking strategy is to promote cultural change through training. Our policies are located in the Country Court QCS Policy Centre which individual workers in the supply chain will be able to access to learn about modern slavery and human trafficking, understand their rights and report any slavery and human trafficking issues in their workplace.

## 7. Approval of this statement

This Modern Slavery Act statement was approved by the directors on 1 May 2023.  
Signed by:



Al-Karim Kachra  
Director, Country Court Care Group Limited