

Modern Slavery Statement

Organisation

This statement applies to all companies within and associated to Swanton Care and Community Limited (referred to in this statement as 'The Group'). The information included in the statement refers to the financial year 2024.

Organisational structure

Swanton Care and Community operate across England, Scotland and Wales and provides residential and supported living services to children and adults with learning disabilities. There is an Executive team that oversees the Group, with a Board of Directors providing governance and monitoring. The service teams are supported by a central service providing professional services such as finance and procurement, HR, estates management and digital services.

The labour supplied to the Group in pursuance of its operation is carried out in wholly in the UK.

Definitions

The Group considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement.
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Commitment

The Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

Swanton Group

'number three', Siskin Drive, Middlemarch Business Park, Coventry, CV3 4FJ

Contact: 02475 187452 – info@swantoncare.com – www.swantoncare.com

Registered in England No: 05789785

No labour provided to the Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK and in many cases exceeds those minimums in relation to its employees.

Supply chains

In order to fulfil its activities, the main supply chains of the Group include those related to products for healthcare, food, cleaning products, maintenance, technology and temporary staff.

Potential exposure

The Group considers its main exposure to the risk of slavery and human trafficking to exist in temporary staffing.

In general, the Group considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps

The Group carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its Group or supply chains, including conducting a review of the controls of its suppliers.

The Group has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Group has taken the following steps to ensure that modern slavery is not taking place:

- reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- raising awareness of modern slavery

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Key performance indicators

The Group has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Group or its supply chains.

- Reviewing supplier contracts and gaining reassurance of effective practices within our supply chains. Terminating any contracts that cannot demonstrate effective adherence and/or have not complied with Modern Slavery law.
- A suitable level of general awareness within the Group.

Policies

The Group has the following policies which further define its stance on modern slavery;

- Finance policy
- Recruitment policy

Training

The Group provides the training to staff to effectively implement its stance on modern slavery within its induction, safeguarding training and recruitment policy.

Slavery Compliance Officer

The Group has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Group's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: May 2025



**Chief People Officer
Swanton Care & Community**

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