

# Modern slavery and human trafficking statement

## Introduction from the Chief Executive Officer

We, City & County Healthcare Group, and all of our subsidiary companies, are committed to improving our practices to combat slavery and human trafficking in our business and supply chain. In the last financial year, we embarked on a refreshed Environmental Social and Governance agenda which includes significant work to improve data on our supply chains and a commitment to be more demanding of our suppliers, to hold them to account to the same high standards we hold.

## Organisation's Structure

We are provider of community-based health and social care support services mostly under contract to the public sector. Personal care for older and disabled people living in their own homes makes up the large part of the services provided, but companies in the group also provide more complex, specialised support including nursing and health care. We operate in all regions of the United Kingdom but not overseas. We are headquartered in Nottingham.

## Our Business

Our business is organised into many individual business units which provide health and social care services as part of the group. However, they operate for many purposes as a single organisation with one senior management structure, policy framework, governance arrangements and supply chain.

The group's staff are all directly employed and enjoy full employment rights under UK law. Most front-line employees delivering care are employed on a flexible basis but work is typically available at all times.

## Supply chain

As a provider of personal services in the community, the group's procurement needs are relatively simple, covering mostly:

- Rental, furnishing, equipping and maintenance of local offices (including utilities);
- Implementation and maintenance of IT and communication systems;
- Equipment, uniforms and supplies for care workers;
- Marketing and communications;
- Recruitment and HR;
- Accommodation, travel and other routine business needs;
- Legal, accountancy and consultancy.

The group does not currently use any non-UK suppliers directly.

## Our Policies on slavery and human trafficking

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

Our Environmental, Social and Governance (ESG) and Probity Policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## Due Diligence processes for slavery and human trafficking

We understand that the supply chains for our UK based suppliers give rise to the highest modern slavery risks.

As part of our commitment to Environmental Social and Governance aspects of business, we have commenced work to better identify and mitigate risks in our full supply chain. We have implemented a supplier code of conduct and increased our supplier due diligence processes along with a programme of supplier rationalisation.

## Further Steps

Following the implementation of our increased supplier due diligence processes and publication of our supplier code of conduct we intend to gather and analyse data to better target the highest risk areas for action.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2023.

A handwritten signature in black ink, appearing to read 'G. Fee', is displayed on a white rectangular background.

GARY FEE

CITY & COUNTY HEALTHCARE GROUP

Date: 1<sup>st</sup> September 2023

## Enquiries

Any enquiries about this statement should be directed to [enquiries@candhealthcare.co.uk](mailto:enquiries@candhealthcare.co.uk)