

Modern Slavery Policy

This statement sets out the steps that Rejoys Care Solutions Limited has taken and continues to take to ensure that Modern Slavery or human trafficking is not taking place within our business.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Rejoys Care Solutions Limited has a zero-tolerance approach to any form of Modern Slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of Modern Slavery taking place within the business or our supply chain.

Our Business and Supply Chains

Rejoys Care Solutions Limited are a national recruitment agency specialising in healthcare. We recruit and provide care staff into domiciliary and establishment care environments throughout the UK. Our product supply chains mainly consist of the provision of office, I.T and healthcare equipment.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- 1. Recruitment policy.** We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all staff to safeguard against human trafficking or individuals being forced to work against their will.
- 2. Safeguarding policy.** We have a robust safeguarding policy in place to protect both staff and service users and ensure our staff are aware of how to recognise a safeguarding and know how to appropriately report and manage a safeguarding.
- 3. Whistleblowing policy.** We operate a whistleblowing policy so that all staff can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- 4. Code of business conduct.** This code explains the manner in which we behave as an organisation and how we expect our staff and suppliers to behave.

Due Diligence and audits

Where possible we build long standing relationships with local suppliers and make clear our expectations of business behaviour. With regards to national or international supply chains, our point of contact is preferably with a UK branch, and we expect them to have suitable anti-slavery and human trafficking policies and processes.

We understand that one of our biggest exposures to Modern Slavery is within our own recruitment processes of temporary care workers and in the care, they provide to vulnerable individuals. We raise awareness within the business through training and policies to identify any potential situations from the first instance.

Due diligence is expected throughout the whole recruitment process, throughout the workers employment within the business and when our workers are providing care to vulnerable individuals. We have introduced a quick link on our intranet homepage for staff to confidentially raise any concerns they have regarding Modern Slavery and Human Trafficking. These reports, as well as safeguarding reports are continuously monitored by our Compliance Director.

All branches are subject to due diligence checks in the form of audits conducted by the Quality Assurance Department.

These audits assess compliance with the relevant legislation/regulations and are, amongst other things, intended to identify any Modern Slavery practices or areas of potential risk or concern. Procedures are reviewed to eliminate risk and gain compliance across all business locations.

Training

We regularly conduct training for our staff to ensure they understand the signs of modern slavery and what to do if they suspect that it is taking place.

Our performance indicators

We use the following Key Performance Indicators (KPI's) to measure how effective we have been to ensure Modern Slavery and Human Trafficking is not taking place in any part of our business or supply chains.

- Completion of in-house audits completed by Quality Assurance Advisors.
- Regular reviews of internal safeguarding and whistleblowing reports to ensure that Modern Slavery and/or Human Trafficking is not taking place within our business.

Throughout 2019 we will be developing a modern slavery training session for our permanent staff, which will be published on our Learning Management System. This aims to further raise awareness amongst our workforce. In addition to this we will also periodically check the websites of our suppliers to ensure they have a Modern Slavery Statement available which demonstrates their commitment in tackling Modern Slavery and Human Trafficking.

This statement was approved by the Board of Rejoys Care Solutions Limited. Signed:



Director, Rejoys Care Solutions Limited