MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

We are committed to eliminating acts of modern-day slavery and human trafficking within our business and from within our supply chains.

Our annual turnover is under £36 million, and although we are not legally obliged to report on slavery and human trafficking, this statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and is our slavery and human trafficking statement for the financial year ending 31 March 2022.

Organisational structure, business, and supply chains

We are Healthcare Recruitment and Domiciliary Care, a Supported Living and Extra Care agency providing care and temporary staffing to NHS, Local Authorities and private clients throughout the United Kingdom. We are an independent company operating solely within the UK.

Our business comprises one head office based at Riverside House 2 Chadwell Heath Lane, Chadwell Heath, Romford, Essex, England, RM6 4LZ.

Policy on Slavery and Human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or our supply chains. This policy reflects 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 within our supply chains.

Due diligence

We consider ourselves to be a 'low-risk' business with regard to slavery and human trafficking. However, we foster a culture that encourages the identification and reporting of any such risks within our business. We recruit all our employees and workers directly, and all our staff undertake stringent background checks, as defined by the Department for Health and health protection agency. We are monitored and regulated by the Care Quality Commission for England and Wales.

Assessing and managing risk

We have a whistleblowing policy in place. As part of our efforts to identify and mitigate risks within our business, we have proscribed internal monitoring systems assessing any potential risk areas. Our senior management team directly oversees these systems.

Effectiveness in combating slavery and human trafficking

We have zero tolerance for slavery and human trafficking. To ensure that all those in our business and supply chains comply with our values have put in place a supply chain compliance programme that will require our suppliers to confirm that they have a slavery and human trafficking policy in place and that they need the same from their suppliers.

Training

We provide appropriate training to ensure that relevant employees understand the risks of modern slavery and human trafficking within our business and supply chains.

Our Commitment

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Redspot Group's slavery and human trafficking statement. It has been approved by the Board of Directors, who will review and update it annually.