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## Anti-Slavery and Human Trafficking Statement

This statement sets out the steps that Nazareth Care has taken and is continuing 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. Nazareth Care has a zero-tolerance approach to any form of modern slavery and human trafficking. 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.

Nazareth Care implements its business strategy in an ethically, socially and environmentally responsible manner. We fully acknowledge our responsibility to respect human rights as set out in the International Bill of Human Rights. The IBHR informs all of our policies related to the rights and freedoms of every individual who works for us, either as a direct employee or agency worker. We are also committed to implementing the United Nations Guiding Principles on Business and Human Rights throughout our operations. Respect for the dignity of the individual – and the importance of each individual’s human rights – form the basis of the behaviours we expect in every workplace nationally.

We will not accept any form of discrimination, harassment or bullying and we require all of our managers to implement policies designed to increase equality of opportunity and inclusion for all employees including agency workers. We have also developed and implemented policies and processes which are intended to extend these commitments through our supply chain.

### **Policies and Governance**

We have several internal policies to ensure that we are conducting business ethically and transparently. These include:

- Modern slavery and human trafficking policy and procedure that details the necessary steps to ensure effective compliance.
- Human Rights policy and our Ethics Policy where we confirm that we will not tolerate or condone the abuse of human rights within any part of our business or supply chains and will take seriously any allegations that human rights are not properly respected
- Whistleblowing Policy, which encourages staff to report any wrongdoing which extends to human rights violations like Modern Slavery. All reports will be fully investigated and appropriate remedial actions are taken and we will work closely with social care and health providers ensuring that our policies and procedures dovetail with local procedures and best practice
- A robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard
- Employee Code of Conduct consistent with any professional codes of conduct

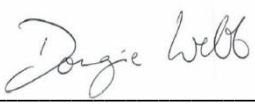


## Risk Management and Compliance

We monitor compliance through regular quality audits and thorough pre-employment checks. The risk of modern slavery within our operations is reviewed monthly by the executive team and quarterly by the Board via our Risk Register.

## Statement of Compliance

This statement is made in accordance with section 54(1) of the **Modern Slavery Act 2015** and represents Nazareth Care's anti-slavery and human trafficking statement.

Signed: 

Name: Douglas Webb

Position: CEO

Date: 28/11/2025