



## The Modern Slavery Act 2015

Although Christies Care Ltd is below the annual turnover figure of £36m or more so do not meet the requirements of the above act, we choose to voluntarily produce a “slavery and human trafficking statement”.

Christies care is committed to improving our practices to combat slavery and human trafficking. We have a zero-tolerance approach to modern slavery and we strive to act ethically and with integrity in all of our business dealings and relationships to ensure that modern slavery is not taking place anywhere in our own business or any of our supply chains. We shall also ensure our approach and stance is clear with our partner organisations.

We are open and transparent about our recruitment practices and policies.

Christies Care Ltd provides 24-hour live-in care to vulnerable adults over the age of 18 years. We recruit our own carers, approximately 25% from the UK, 15% from EU countries and 60% from non-EU countries. These carers go through a rigorous recruitment process starting with the completion of an application form, a telephone interview, at least two references (one must be from their previous employer), face to face interview and a check on legal documents to allow them to work in the UK. We also check fees to our carers are sent to their individual bank accounts and not to any third party.

We work with a very small amount of suppliers but all are contacted each year to ensure that our updated Supplier Code of Practice has been received and understood, last contact 15th January 2020.

All our staff, whether working as carers or at our head office in Saxmundham, complete our 11-day induction training which includes our understanding of Safeguarding Policy which includes modern slavery. Should any of our staff have any concerns with other staff members, clients or suppliers these would be reported via our Whistleblowing or Quality process.

This statement is made pursuant to section 43 (Part 6) of the Modern Slavery Act 2015. It has been approved by the directors of the company and signed by the registered manager and director, Linda Barnes.

Linda Barnes  
Registered Manager/Director  
15<sup>th</sup> January 2020