

1. Introduction

- 1.1 The Modern Slavery Act of 2015 requires UK companies to take steps to address the risk of modern slavery and human trafficking in their own operations and in the supply chain.

2. Organisation Structure

- 2.1 TLC Care and Support provide residential care and supported living services to people who either have a learning disability, an autistic spectrum disorder with associated complex challenging needs and/or a mental health diagnosis. The Company business and workforce is entirely based within the UK.

3. Managing the Workforce

- 3.1 The Company provides all colleagues access to the Employee Handbook with details of the full suite of policies and procedures together with guidance on standards expected whilst working with the Company.
- 3.2 The Company policy on Whistleblowing encourages the workforce to raise any concerns.

4. Managing the Supply Chain

- 4.1 To identify and mitigate any risk the supply chain including recruitment agencies are required to be registered with the Company and provide personal profiles on all workers supplied.

5. The Company Commitment

The Company commitments are:

- 5.1 To review policies and procedures to reflect the commitment to acting ethically and with integrity within all business relationships, implementing effective systems and controls to enforce the commitment.
- 5.2 To operate with a strong commitment to high ethical standards and review compliance of the company and the supply chain.
- 5.3 Address any issues identified promptly to combatting any form of modern slavery at all levels either within the Company or our supply chain.
- 5.4 To refer to this statement and the policies and procedures to ensure full compliance.