

Modern Slavery Act 2015 Statement

Exclusive Secure Care Services (ESCS)

This statement outlines the steps Exclusive Secure Care Services (ESCS) has taken and continues to take to ensure modern slavery or human trafficking does not occur within our business or supply chain.

Commitment to Zero Tolerance

Modern slavery, encompassing slavery, servitude, human trafficking, and forced labour, has no place in our operations or supply chain. ESCS is committed to acting ethically, with integrity, and transparently in all business dealings. We maintain effective systems and controls to safeguard against modern slavery.

Our Services

At ESCS, we provide the following services:

- Patient Transfer
- Conveyance
- Agency Staffing
- Staff solutions specializing in behaviours of concern
- Supported Holidays and Short Breaks
- Waking and Sleeping Night Services

Focus on Low-Risk Procurement

The nature of ESCS's supply chain is low-risk. Our procurement primarily involves standard office materials, vehicles purchased from reputable dealerships (e.g., Mercedes-Benz), and fuel from established service stations. We rely on suppliers such as Amazon, who operate under stringent compliance standards.

Policies Supporting Ethical Practices

ESCS enforces the following internal policies to promote ethical and transparent business practices:

- **Human Rights and Ethics Policies:** Affirm zero tolerance for human rights abuse, including modern slavery, within our operations or supply chain.
- **Whistleblowing Policy:** Encourages employees and third parties to report wrongdoing, including human rights violations. Reports are fully investigated, and remedial actions are taken as necessary.
- **Recruitment Policy:** Includes robust checks, such as verifying eligibility to work in the UK, to prevent exploitation or forced labour.

- Code of Conduct: Ensures employees adhere to ethical standards aligned with professional codes of conduct.

Supplier Due Diligence

We conduct thorough checks on suppliers before engagement, requiring them to confirm:

1. They have taken steps to eradicate modern slavery within their business.
2. They hold their suppliers accountable for ethical practices.
3. UK-based suppliers pay employees at least the national minimum wage and meet safe and fair working conditions.

Risk Management

While our supply chain risk is low, ESCS remains vigilant:

- We assess suppliers' compliance with modern slavery standards as part of our due diligence.
- Staff are trained to recognise and report signs of modern slavery.

Training and Capacity Building

We are committed to ensuring that all staff are adequately trained to understand and identify the risks of modern slavery. Training includes:

- Awareness sessions on recognising signs of modern slavery and human trafficking.
- Guidance on reporting mechanisms and safeguarding procedures.
- Regular updates to ensure staff remain informed about changes in legislation and best practices.

Safeguards and Reporting Mechanisms

We encourage openness and protect anyone raising concerns in good faith. Concerns can be reported anonymously, though providing contact information ensures more effective follow-up.

Accountability

Responsibility for implementing this policy lies with senior management. Managers ensure employees understand and comply with our modern slavery policy.

Assessing Effectiveness

We monitor our effectiveness in addressing modern slavery risks by tracking general indicators such as:

- Absence of reported modern slavery incidents within our supply chain or business operations.
- Regular confirmation from suppliers regarding their compliance with ethical standards.
- Positive feedback from staff and stakeholders about training and reporting processes.

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 for the financial year ending 2023/24. It has been approved by senior leadership.

Approval for this statement

This statement was approved by

A handwritten signature in black ink, consisting of several loops and a vertical stroke, positioned to the left of the text 'Managing Partner'.

Managing Partner

05 April 2025