

Thanaeri Care Services LTD Modern Slavery Statement

This statement sets out the steps that Thanaeri Care Services LTD has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. Modern slavery encompasses slavery, servitude, human trafficking, and forced labour.

Thanaeri Care Services LTD has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity and transparency in all business dealings and putting effective systems and controls in place to safeguard against modern slavery within the business or our supply chains.

Thanaeri Care Services LTD implements its business strategy ethically, socially, and environmentally responsibly. We fully acknowledge our responsibility to respect human rights 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, agency worker, or indirectly through our supply chain. We are 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 behaviors we expect in every workplace nationally.

Thanaeri Care Services LTD is committed to raising awareness of modern slavery and human trafficking. We provide regular training to all employees, and relevant suppliers, on how to identify the signs of modern slavery and the appropriate reporting procedures for any concerns. This training empowers our teams to play an active role in safeguarding against these abuses.

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 to extend these commitments through our supply chain. We have several internal policies to ensure we conduct business ethically and transparently. These include:

- 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 adequately respected
- Whistleblowing Policy, aimed principally at our employees but also available to others working in our supply chains, encourages staff to report any wrongdoing that extends to human rights violations like Modern Slavery.

All reports will be thoroughly investigated, and appropriate remedial actions will be taken, and we will work closely with social care and health providers to ensure that our policies and procedures dovetail with local guidelines and best practices

- 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 code of conduct
- Direct Communication The Company encourages members of the public or people not employed by us to write, in confidence, to raise any concern, issue, or suspicion of modern slavery in any part of our business.

Suppliers

We conduct due diligence on all suppliers before allowing them to become preferred. We include an online search to ensure that particular organizations have never been convicted of offenses relating to modern slavery. We also include our modern slavery policy in our contract with all suppliers.

Suppliers must confirm that no part of their business operations contradicts this policy. As part of our contract with suppliers, they prove to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their suppliers to account over modern slavery
3. For UK-based suppliers, they pay their employees at least the national minimum wage/national living wage to ensure that within their supply chains, where UK-based suppliers have overseas supply chains, their employees' pay is consistent with their national minimum wage requirements, working conditions are safe and fair, there is no child labour and working hours are not excessive
4. We may terminate the contract at any time should any instances of modern slavery come to light

Risk Assessments

Our supply chains include procurement of staff, consumables, facilities maintenance, utilities, and waste management. We have conducted a risk assessment and will ensure that we will take further steps to ensure that we support the eradication of modern slavery, that staff understands how to recognize modern slavery, and that the appropriate safeguarding reporting processes are followed should there be concerns within our supply chains, with customers or suppliers. Performance indicators We will know the effectiveness of the steps that we are taking to ensure that slavery is not taking place within our business or supply chain if:

- No reports are received from employees, the public, law enforcement agencies, or local safeguarding teams to indicate that modern slavery practices have been identified
- Safeguards We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they are mistaken.

We are committed to ensuring that no one suffers any detrimental treatment due to reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our business. Dangerous treatment includes dismissal, disciplinary action, threats, or other unfavourable treatment connected with raising a concern.

Thanaeri Care Services LTD will accept and take seriously concerns communicated anonymously. However, retention of anonymity does render investigations makes validation more complex and can make the process less effective. Individuals are therefore encouraged to put their names to allegations. Any claims or allegations made that are malicious or vexatious will result in disciplinary action being taken against the individual.