

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Roster Home Care Ltd (“the Organisation”) and outlines the steps we have taken to prevent modern slavery and human trafficking within our business and supply chains.

This statement relates to the financial year 2026–2027.

B) DEFINITIONS

Roster Home Care Ltd recognises that modern slavery encompasses:

- Human trafficking
 - Forced labour through mental or physical threat
 - Being controlled by an employer through abuse or threat of abuse
 - Being treated as a commodity or being bought and sold as property
 - Restrictions placed on freedom of movement
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C) OUR COMMITMENT

Roster Home Care Ltd is committed to preventing modern slavery and human trafficking in all areas of its business and supply chains. We comply with the Modern Slavery Act 2015 and continually review our internal practices and supplier relationships.

We do not knowingly engage with any organisation, in the United Kingdom or internationally, that is involved in slavery, servitude, or forced or compulsory labour. We ensure that all labour supplied to our organisation is freely chosen, and we strictly adhere to UK employment legislation and minimum standards.

D) ORGANISATIONAL STRUCTURE

Our structure consists of:

Director – Nominated Individual – Registered Manager – Employees

E) ORGANISATIONAL POLICIES

We operate a number of internal policies to ensure ethical working practices and to combat modern slavery, including:

- Safeguarding Policy
- Recruitment and Selection Policy
- Whistleblowing Policy
- Equality and Diversity Policy

Further details are available upon request from our head office.

F) ASSESSING AND MANAGING RISK

Roster Home Care Ltd considers its exposure to modern slavery risk to be low. However, we remain vigilant and have implemented appropriate controls to ensure that modern slavery does not occur within our organisation or supply chain.

G) DUE DILIGENCE PROCESSES

We carry out due diligence to mitigate risks of modern slavery by:

- Verifying supplier credibility and compliance
 - Reviewing supplier policies and procedures
 - Ensuring robust recruitment and onboarding checks
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H) TRAINING

We provide relevant training to staff to ensure awareness of modern slavery, including:

- Safeguarding training
 - Awareness of signs of exploitation
 - Reporting procedures
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I) MONITORING AND EVALUATION

We monitor our effectiveness through:

- Regular policy reviews
 - Staff training completion rates
 - Internal audits and compliance checks
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J) MODERN SLAVERY COMPLIANCE

Roster Home Care Ltd has a designated Modern Slavery Compliance Officer.
All concerns relating to modern slavery should be reported immediately and will be investigated in line with our safeguarding and compliance procedures.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and will be reviewed annually.

Date of Approval: 15 March 2026

Signed*B.Varghese*.....

Parampethu Varghese, Bryne – Director

Date.....15th March 2026.....