

**ROSTER HOME CARE LTD**

**MODERN SLAVERY (ANIT-SLAVERY AND HUMAN TRAFFICKING) POLICY**

**PURPOSE**

Modern Slavery & Human Trafficking is a crime and a violation of fundamental human rights.

It takes various forms. These include:

• Slavery

• Servitude

• Forced & Compulsory Labour

• Human trafficking

Which in turn all have a common deprivation of a person’s liberty in order to exploit them for financial or personal gain.

Roster Home Care Ltd has a zero-tolerance policy to modern slavery and trafficking. Roster Home Care Ltd is committed to acting with integrity and in an ethical way within all the business dealings and relationships.

This is to implement and enforce effective systems to ensure modern slavery is not taking place anywhere in the business or any of the people we assist.

Roster Home Care Ltd is also committed to ensuring transparency in our business and in the approach to tackling modern slavery thorough out our supply chains. This is consistent with all of our disclosure obligations under Modern Slavery Act 2015.

As part of our contracting processes, we include specific prohibitions against the use of forced compulsory or trafficked labour or anyone held in slavery or servitude whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

TO WHOM THE POLICY APPLIES

This policy is applicable to all persons working for the Roster Home Care Ltd or on our behalf. This includes employees at all levels, Directors, Managers, officers, candidates, agents, contractors third party representative and business partners.

This policy does not form part of any employee’s contract of employment and Roster Home Care Ltd may choose to amend it at any time.

RELATED POLICIES

The Modern Slavery (Anti-Slavery & Human Trafficking) Policy interacts with the following all workplace policy and procedures. This can be found in the employee handbook which is available in branch.

All staff are encouraged to familiarise themselves with the polices details below. If any employee has any queries regarding this Policy, please contact the Manager.

• Whistleblowing Policy

Roster Home Care

Tel:

Email:

Website:

Roster Home Care Ltd, Suite 118 & 122 Sackville Place, Magdalen St Norwich NR3 1JU

COMPLYING WITH THE POLICY

All staff must ensure they read, understand, and comply with the policy.

The detection, reporting and prevention of Modern slavery in Roster Home Care Ltd is the responsibility of all those working within Roster Home Care.

All staff are required to avoid any activity that may lead to a breach of this policy.

Roster Home care employees must notify their line manager immediately if they

believe or have a suspicion that there may be a breach of this policy now or in the future.

Roster Home care employees are encouraged to raise any concerns of modern slavery in any part of the organisation at the earliest convenience.

If a employee believes that this policy has been breached they must contact the

Management immediately and must be in accordance with the Whistleblowing

policy.

Roster Home care encourage openness and will support the employees who raise concerns that are in line with this policy, even if these concerns are mistaken.

Roster Home care is committed to ensure that no employee will suffer any detrimental treatment as a result of reporting their suspicions within the business or suppliers.

AWARENESS OF THE POLICY

The zero-tolerance approach to modern slavery must be communicated to all suppliers or agents at the start of any business relationship and then reinforced as appropriate thereafter.

BREACHES OF THIS POLICY

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct/gross misconduct.

Roster Home care may decide to terminate the relationship with other individuals or organisations that may breach this policy.