



Richardson Care
Caring is in our DNA

Modern Slavery Act Policy

Our commitment to the principles of the Modern Slavery Act 2015

Richardson Care is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal-opportunities employer, Richardson Care is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff. Richardson Care wants all its staff to feel confident that they can expose wrongdoing without any risk to themselves.

Richardson Care recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment.

Richardson Care does not enter into business with any organisation, in the United Kingdom or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Richardson Care maintains the following policies which are accessible to all staff via the Richardson Care shared file, and in the hard copy files:

- Code of Conduct
- Ethics policy
- Whistleblowing policy
- Bullying and harassment policy
- Diversity and inclusion policy
- Recruitment and selection policy

Our supply chain

Due to the nature of our business, Richardson Care assess itself to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited, and we procure goods and services from a restricted range of UK and overseas suppliers.



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Embedding the principles

The principles will continue to be embedded by the following activities:

- Provide awareness training to staff on the Modern Slavery Act 2015 and inform them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensure that consideration of the modern slavery risks and prevention are added to Richardson Care policy review process as an employer and procurer of goods and service.
- Continue to take action to embed a zero-tolerance policy towards modern slavery.
- Ensure that staff involved in buying / procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices.

This statement has been approved by the Directors and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2020.

This statement will be reviewed and updated annually.

Procedure No: JMHDMSA
Date Implemented: 20/08/19
Reviewed & Revised: 02/10/19