



Chommzy Care Services Ltd
"A New Vision of Care"

Chommzy Care Services Limited Modern Slavery Statement

This statement outlines the measures Chommzy Care Services Limited has implemented and continues to uphold to ensure that modern slavery and human trafficking are not present within our business operations or supply chains.

Our Commitment

Modern slavery encompasses slavery, servitude, human trafficking, and forced labor. Chommzy Care Services Limited maintains a zero-tolerance approach to any form of modern slavery and human trafficking. We are dedicated to acting ethically, with integrity and transparency in all business dealings, and to establishing effective systems and controls to safeguard against any form of modern slavery within our business or supply chains.

We fully acknowledge our responsibility to respect human rights as set out in the International Bill of Human Rights. This commitment informs all our policies related to the rights and freedoms of every individual who works for us, whether as a direct employee, agency worker, or indirectly through our supply chain. We are also 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—forms the basis of the behaviours we expect in every workplace. We do not tolerate any form of discrimination, harassment, or bullying, and we require all 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 intended to extend these commitments through our supply chain.

Policies

To ensure ethical and transparent business conduct, we have established several internal policies, including:

- **Human Rights and Ethics Policy:** 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 properly respected.
- **Whistleblowing Policy:** Aimed principally at our employees but also available to others working in our supply chains, this policy encourages staff to report any wrongdoing, including human rights violations like modern slavery. All reports will be fully

investigated, and appropriate remedial actions taken.

- **Recruitment Policy:** We conduct eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- **Employee Code of Conduct:** Our code ensures that employees act ethically and comply with legal obligations.
- **Direct Communication:** We encourage members of the public or people not employed by us 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 a preferred supplier. This includes an online search to ensure that particular organisations have never been convicted of offences relating to modern slavery, and we include our modern slavery policy as part of our contract with all suppliers. Suppliers are required to confirm that no part of their business operations contradicts this policy. As part of our contract with suppliers, they confirm to us that:

- They have taken steps to eradicate modern slavery within their business.
- They hold their suppliers to account over modern slavery.
- For UK-based suppliers, they pay their employees at least the national minimum wage/national living wage (as appropriate).
- 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 take further steps to ensure that we support the eradication of modern slavery. We ensure that staff understand how to recognise modern slavery and follow appropriate safeguarding reporting processes should there be concerns within our supply chains, with customers, or suppliers.

Performance Indicators

We assess the effectiveness of the steps we are taking to ensure that slavery is not taking place within our business or supply chain by monitoring reports 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 turn out to be mistaken. We are committed to ensuring that no one suffers any detrimental treatment as a result of reporting, in good faith, their suspicion that modern slavery, in whatever form, is or may be taking place in any part of our business. Detrimental treatment includes dismissal, disciplinary action, threats, or any other unfavourable treatment connected with raising a concern. Chommzy Care Services Limited will accept and take serious concerns communicated anonymously. However, retention of anonymity may render investigations more difficult and can make the process less effective. Individuals are therefore encouraged to put their names to allegations. If we find any claims or allegations to be malicious or vexatious, we will take disciplinary action against the individual.

Responsibility for this Statement

The ultimate responsibility for the prevention of modern slavery rests with the Managing Director of Chommzy Care Services Limited, who is responsible for ensuring that this policy and its implementation comply with our legal and ethical obligations. At all levels, managers must ensure that their subordinates understand and comply with this policy and receive regular training on modern slavery.

Assessment of Effectiveness in Preventing Modern Slavery

We understand that modern slavery risk is not static and will continue our approach to mitigating this risk. We will assess the risk via our internal auditing processes.

This statement is made according to section 54(1) of the Modern Slavery Act 2015 and constitutes the modern slavery and human trafficking statement of Chommzy Care Services Limited for the financial year ending 31st December 2024. The Managing Director of Chommzy Care Services Limited has approved this statement.

Approval for this Statement

This statement was approved by the Managing Director.

Date: 10th February, 2025