



P&R Health Care Solutions

Modern Slavery Policy Statement

P&R Health Care Solutions has published this statement in compliance with section 54 of the Modern Slavery Act 2015 ('the Act').

We fully support all measures taken by the UK Government to eradicate slavery and human trafficking. P&R Health Care Solutions takes a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all of our business dealings and relationships, as well as implementing and enforcing effective systems and controls to ensure modern slavery does not exist anywhere in our own business or in any of our supply chains.

We are pleased to publish this annual statement to explain what we are doing to prevent slavery and human trafficking within the operations of P&R Health Care Solutions.

We conduct risk assessments on an ongoing basis of both our new suppliers and existing suppliers to establish if we need to carry out due diligence procedures on any of them to ensure that such suppliers have also taken appropriate action to comply with their obligations under the Act. By "Supplier" we mean any supplier of goods or services to P&R Health Care Solutions.

Our due diligence includes making enquiries of any supplier regarding matters covered by the Act and where appropriate seeking a signed confirmation of compliance with the Act from the Supplier.

Our suppliers bear the final responsibility of respecting human rights of those involved in our supply chain.

We are committed to the training and development of all staff to understand the meaning of slavery and human trafficking so that they are alert to identify possible abuse within the Company and externally (which will include home visits to service users of our domiciliary care operation).

Our staff are trained via a combination of e-learning and face to face delivery so that the staff gain a full understanding of the meaning of slavery and human trafficking and are aware of signs to look for.

Our staff are informed and trained on how to report on possible abuse through the company's whistleblowing and safeguarding procedures.

Our robust recruitment processes include scrutiny to ensure that new staff joining P&R Health Care Solutions are not themselves under any form of duress equivalent to slavery or subject to any form of human trafficking.

P&R Health Care Solutions is committed to treating all staff fairly and in accordance with the law, including payment which we always set above the National Living Wage at any time. We promise a safe working environment for all staff. We will not condone any form of harassment, bullying, discrimination or unequal treatment. We will ensure that all staff are made aware of the opportunity during their employment with the Company to come forward and seek advice and support on a confidential basis if they become the subject of abuse under the Act.

We assess on an annual basis, the effectiveness of the measures we have taken to comply with the Act and Report on this in future statements. Where any measure taken is assessed as not effective, we will take remedial action.

The Directors are jointly responsible for ensuring P&R Health Care Solutions 's compliance with the Act.

This Statement has been jointly produced by the Directors of P&R Health Care Solutions.

The Statement covers the financial year ended 31 December 2023.

Signed

Richard Tembo FCCA, Bcom

Director

Signed

Priscilla Tembo Msc (Health Care Mgt); Dip (Nursing & midwifery)

Director

Dated: 1 June 2024