



Shona Care Ltd is dedicated to ensuring that modern slavery and human trafficking do not exist within our organization or supply chain. We maintain a zero-tolerance stance towards any form of modern slavery or human trafficking and are firmly committed to conducting our business with the highest standards of ethics, integrity, and transparency. We have implemented robust systems and controls to prevent any occurrence of modern slavery within our business or supply chains.

Shona Care Ltd provides home care services to a diverse clientele across various locations, often in partnership with Local Authorities.

At Shona Care Ltd, we operate in an ethically, socially, and environmentally responsible manner, aligning our business strategy with these principles. We recognize and respect human rights as defined in the International Bill of Human Rights (IBHR) and are committed to upholding the United Nations Guiding Principles on Business and Human Rights in all our operations.

Our policies are grounded in the principles of equality, diversity, and inclusion. Discrimination, harassment, or bullying in any form will not be tolerated. We extend these commitments through our supply chain to ensure our partners adhere to the same values.

Our key policies and procedures include:

1. Human Rights Policy: We do not condone any human rights abuses within our business or supply chains, and we take allegations seriously, conducting thorough investigations.
2. Whistleblowing Policy: Encouraging staff to report any wrongdoing, including human rights violations such as modern slavery. Reports are fully investigated, and appropriate actions are taken.
3. Recruitment Policy: This includes eligibility checks for the right to work in the UK for all employees to prevent forced or involuntary labour.
4. SSSC Code of Practice: We adhere to professional codes of conduct relevant to our industry.

Direct Communication:

We encourage anyone, including the public or those not employed by us, to report any concerns or suspicions of modern slavery within our business. We treat all reports confidentially and seriously.

Suppliers:

We conduct due diligence on all our suppliers, including online checks to verify their compliance with modern slavery laws. Our contracts with suppliers include our modern slavery policy, and they are required to confirm that they:

1. Have taken steps to eradicate modern slavery.
2. Hold their suppliers accountable for modern slavery.
3. Ensure fair pay and working conditions, including child labour and excessive working hours, in their supply chains.

Risk Assessments:

We have conducted a comprehensive risk assessment across various aspects of our supply chains, and we are committed to taking further steps to eradicate modern slavery and support awareness and reporting.

Performance Indicators:

Our effectiveness in preventing modern slavery will be measured by the absence of reports indicating the presence of modern slavery practices from employees, the public, or relevant authorities.

Adult Support and Protection:

We encourage openness and support those who report suspicions of modern slavery. We are committed to protecting individuals from detrimental treatment related to raising concerns.

Responsibility:

The ultimate responsibility for preventing modern slavery rests with [Insert Senior Management Title], who ensures compliance with this policy and its implementation. All managers are responsible for ensuring that their teams understand and adhere to this policy, receiving regular training on the issue of modern slavery.

Assessment of Effectiveness:

We understand that modern slavery risk is dynamic and will continue to assess and mitigate this risk through internal audits.

This statement complies with section 54(1) of the Modern Slavery Act 2015 and represents Shona Care Ltd.'s commitment to combat modern slavery and human trafficking for the financial year ending 2024. It has been approved by Registered manager of Shona Care Ltd.