

Care Mission - Modern Slavery Act

Introduction:

Care Mission, a compassionate domiciliary and quality staffing expert specializing in supported living services, is dedicated to the highest standards of ethical conduct. In line with our commitment to corporate social responsibility, we recognize the importance of addressing and eradicating modern slavery and human trafficking. This comprehensive Modern Slavery Act outlines our multifaceted approach and stringent measures to ensure transparency, accountability, and the protection of human rights throughout our operations and supply chains.

Policy Statement:

Scope:

This policy applies comprehensively to all aspects of Care Mission's operations, including employees, contractors, suppliers, and other business partners.

Commitment:

Care Mission unequivocally declares its commitment to preventing, detecting, and eliminating modern slavery and human trafficking within its sphere of influence. Our commitment extends to promoting awareness and fostering a culture that condemns any form of exploitation or abuse.

Supply Chain Assessment:

Care Mission conducts a thorough and ongoing assessment of its supply chains, categorizing and prioritizing risks associated with modern slavery and human trafficking. Our due diligence process encompasses regular audits, supplier evaluations, and engagement with stakeholders to ensure a comprehensive understanding of potential risks.

Employee Training:

We invest in the continuous education and training of our employees to equip them with the knowledge and skills necessary to recognize, prevent, and report instances of modern slavery. Our training programs cover ethical recruitment practices, human rights awareness, and the identification of red flags indicative of exploitation.

Whistleblowing Mechanism:

Care Mission has established a robust whistleblowing mechanism to encourage the reporting of any concerns related to modern slavery. This confidential system ensures that individuals can come forward without fear of retaliation, promoting a culture of transparency and accountability.

Supplier Code of Conduct:

Our expectations regarding modern slavery are clearly communicated to all suppliers through a comprehensive Supplier Code of Conduct. This code delineates the standards we require suppliers to uphold and the consequences of non-compliance, ensuring alignment with our commitment to ethical practices.

Detailed Procedures:

Recruitment and Employment:

We implement rigorous background checks and verification processes during the recruitment phase to ensure the integrity of our workforce.

Employment contracts explicitly state the terms and conditions of employment, emphasizing our zero-tolerance policy for modern slavery.

Staff is provided with ongoing training on their rights and the avenues available for addressing grievances.

Supply Chain Management:

Regular audits and assessments are conducted on suppliers, evaluating their adherence to our ethical standards and legal requirements.

Supplier contracts include explicit clauses requiring compliance with anti-slavery and human trafficking laws.

Monitoring and Reporting:

Our internal audit team conducts regular inspections to monitor compliance with this policy and relevant legislation.

Identified instances of non-compliance are thoroughly investigated, reported to relevant authorities, and addressed promptly.

Continuous Improvement:

Care Mission is committed to continuous improvement, regularly reviewing, and updating its policies and procedures to align with evolving best practices.

We actively engage with industry initiatives, NGOs, and organizations dedicated to eradicating modern slavery, contributing to collective efforts to address this global issue.

Conclusion:

Care Mission's Modern Slavery Act represents our unwavering commitment to ethical conduct, human rights, and social responsibility. Effective from 2019/11, this Act is a testament to our dedication to eradicating modern slavery and human trafficking, and we pledge to continually enhance our efforts to create a world free from exploitation.