

# MODERN DAY SLAVERY POLICY

*Version 1*

*Effective 21<sup>st</sup> October 2023*

## **1. Introduction**

VCare 24 Ltd is committed to the eradication of modern slavery and human trafficking within its operations and supply chain. We recognise our responsibility to uphold and support the principles and requirements of the Modern Slavery Act 2015. This policy outlines our commitment to ensuring compliance and preventing any form of modern slavery within our organisation and our supply chain.

## **2. Scope**

This policy applies to all employees, contractors, subcontractors, suppliers, and any other parties associated with VCare24. It encompasses all operations and activities within the United Kingdom.

## **3. Objectives**

### **a. Compliance with the Modern Slavery Act**

VCare24 Ltd will comply with all legal obligations under the Modern Slavery Act 2015, ensuring transparency and accountability in our efforts to prevent and eliminate modern slavery within our organization and supply chain.

### **b. Risk assessment and Due Diligence**

VCare24 Ltd will conduct risk assessments to identify and evaluate areas of potential modern slavery risk within our operations and supply chain. Due diligence processes will be established to assess suppliers and contractors.

### **c. Training and Awareness**

All employees and relevant stakeholders will receive training to recognise the signs of modern slavery and understand their responsibilities in addressing it. This includes clear guidance on reporting any concerns or suspicions.

### **d. Reporting Mechanisms**

VCare24 Ltd will implement effective reporting mechanisms for employees, suppliers, and other stakeholders to raise concerns regarding modern slavery without fear of retaliation. Reports will be thoroughly investigated.

### **e. Supplier Engagement**

We will engage with our suppliers and contractors to ensure they are committed to complying with the Modern Slavery Act. We will encourage them to implement their own policies, procedures, and training.

**f. Continuous Improvement**

VCare24 Ltd is dedicated to regularly reviewing and enhancing our policies, procedures, and due diligence measures to adapt to changes in legislation, industry best practices, and emerging risks.

**g.**

**4. Responsibilities**

**Board of Directors:** The Board of Directors has ultimate responsibility for the effective implementation of this policy.

**Senior Management:** Senior management is responsible for ensuring that the policy and its procedures are embedded into all aspects of VCare's operations.

**Employees:** All employees are expected to be vigilant, report concerns, and adhere to this policy and associated procedures.

**Suppliers and Contractors:** Suppliers and contractors are expected to adhere to our expectations regarding compliance with the Modern Slavery Act and take steps to prevent modern slavery within their own operations and supply chains.

**5. Reporting**

Any employee or stakeholder who believes or suspects that modern slavery, human trafficking, or related activities are taking place within [Company Name] should immediately report their concerns to their manager, Human Resources, or through our designated reporting channels.

**6. Review**

This policy will be reviewed annually or as needed to ensure its continued effectiveness and compliance with the Modern Slavery Act 2015 and any relevant updates in legislation.

**7. Conclusion**

VCare24 Ltd is committed to promoting ethical and responsible business practices and upholding the principles of the Modern Slavery Act 2015. We are dedicated to

maintaining a culture of transparency, accountability, and continuous improvement in our efforts to eliminate modern slavery.