



MacIntyre

Providing support...your way

## Slavery and Human Trafficking Policy Statement

This statement is made on behalf of MacIntyre with regards to the Modern Slavery Act 2015 which requires large employers (with turnover of £36million or more) to be transparent about their efforts to eradicate Slavery and Human Trafficking in their supply chain.

We are a provider of health and social care services for those who have learning disabilities. We have been delivering health and social care services throughout the UK for up to 50 years. We provide many care services including registered care, supported living, adult learning centres, outreach, a school and other educational provisions. Our supply chains include the procurement of agency staff and the recruiting of permanent employees. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Although we have taken no specific actions to actively combat slavery or human trafficking, the recruitment checks that we carry out for each candidate that we are looking to employ, or deal with through our third party agency suppliers, are stringent to ensure that we are able to pick up on any potential issues. We ensure that:

- Each person has a valid Disclosure and Barring Service (DBS) check from the UK.
- The candidate has the Right to Work in the UK, and that the documents provided to us are legitimate. This includes documents with proof of address. They must also have a bank account in their name to be paid.
- (If they have lived overseas in the last 5 years) an Overseas Police Check is requested.
- 2 References, 1 of which must be verbally verified with the referee.

We ensure that we work to protect whistle-blowers within our organisation, and should any evidence of slavery or human trafficking become apparent to us, we will do all in our power, as is laid out in our whistleblowing policy, to protect whistleblowers and to protect those who may find themselves victims of slavery and/or human trafficking. Our employees are encouraged to identify and report any potential breaches.

Whilst we attempt to ensure that any part of our supply chain runs in accordance with our policies, and through due diligence we attempt to eradicate this to the best of our ability, should any supplier of agency staff be found to be involved with slavery or human trafficking, we will immediately suspend our use of that organisation and provide relevant details to the relevant authorities.

For more information about the reason for this statement and the measures that we will look to incorporate in the future in regards to the Modern Slavery Act 2015, please follow the link below: <https://www.gov.uk/government/publications/transparency-in-supply-chains-a-practical-guide>

Upon request, our policies on Recruitment and Whistleblowing can be made available.

All MacIntyre policies are formally reviewed by Directors every year. For the date of, or evidence of, the most recent review, please contact the Compliance Team. To check that this is the latest version, see 'MacIntyre policy and associated guidance list'.