



## Modern Slavery Act

### Slavery & Human Trafficking Statement 2024

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes the ECHO Group's slavery and human trafficking statement for 2024.

A list of the Group's companies covered by this statement are listed at the bottom.

#### Our Business

The ECHO Group was formed in 2016 and currently operates services in the Midlands and North Yorkshire. Primarily we support adults with mental ill-health or learning disabilities in care homes and supported living services.

Our aim is to provide services that are person-centred so that each individual feels safe and has an improved quality of life and they have the opportunity to be as independent as they can be.

#### Policies on modern slavery and human trafficking

We are committed to acting ethically in all our business dealings and to improve our processes and controls to ensure modern slavery is not taking place anywhere in our operational businesses or supply chains.

Our policies and Staff Handbook set out how we expect our employees to behave. This includes the requirement that all our services conduct business in an honest and ethical manner.

We have Safeguarding Policy's and training to help our staff recognise and report abuse and neglect, including within the context of modern slavery, and a Whistleblowing Policy which sets out a process for staff to raise concerns.

We also have safer recruitment processes including checking people's right to work to make sure we meet our legal obligations under the Immigration, Asylum and Nationality Act 2006, by making sure that anyone who works for us has the right to work in the UK to help ensure human trafficking is not occurring within our workforce.

We have an extensive suite of Policies in relation to staffing and human rights practices which includes: Bribery & Corruption Policy, Equal Opportunities and Human Rights Policy, Equality & Diversity Policy, Duty of Candour Policy and Safer Recruitment Policy.

We expect our suppliers and business partners to share our intolerance to modern slavery. For example, each of our suppliers is checked in relation to their modern slavery policy and we will only use suppliers that have a current and ethical policy in place.

#### Training for staff

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our operations, we provide all involved staff with awareness training.

As previously stated, we also carry out safeguarding training helping staff to identify individuals who may be at risk and how to escalate any concerns.

Modern slavery is recognised as a category of abuse in our policies, and we ensure our safeguarding training is in line with our policies and with published guidance and delivered at the appropriate level for our staff.

#### Due diligence processes

In relation to procurement, we have implemented checks to assess and mitigate the risk of slavery and trafficking occurring within our operational services and in our supply chains and to protect whistleblowers.

We only tend to use large national suppliers with appropriate policies in place and these are reviewed regularly by our Support Services Managers.

#### Structure and supply chain

Our supply chains include medical equipment and medications, construction, food and office supplies, waste and recycling services.

Our contracts with these suppliers require them to comply with the law as well as our policies to combat modern slavery. We require our suppliers to hold their own subcontractors and suppliers to the same standards, and to implement procedures to ensure that there is no slavery or human trafficking in their supply chains.

To date we have had no issue with a suppliers' compliance with anti-slavery or human trafficking.

#### Measuring effectiveness

We measure how effective we have been to ensure that slavery or human trafficking is not taking place in any of our businesses or supply chains by taking these measures:

- Level of staff compliance with training.
- Audits of HR files.
- Robust and reviewed Policies & Procedures.
- Number of known incidents of slavery and human trafficking recorded on our incident management systems.
- Checking our suppliers and their slavery and anti-trafficking policies.

We are not aware of any incidents relating to slavery or human trafficking within our group of companies or our suppliers.

Further steps

Following a review of our actions to prevent slavery or human trafficking from occurring in our businesses or supply chains, we intend to continue reviewing the measures we have undertaken and monitor the robustness of the systems and controls we have in place.

Signed on behalf of the Senior Management Team and Company Directors

*Andrew J Shelton-Murray*

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Company Director

Companies in the ECHO Group:

Malsis Hall Limited

ECHO Supported Living Services Limited

Enhanced Community Healthcare Options (ECHO) Limited

Falcon House (ECHO) Limited

ECHO Care Group Limited

Merlin House (ECHO) Limited