

Modern Slavery Statement	Pages	Updated:	January 2025
	3	Next Update Due:	January 2026

This statement applies to Abbey Healthcare (referred to in this statement as 'the company'). The information included in the statement refers to the financial year 2024.

Abbey Healthcare is an operator of 16 (sixteen) care homes across England and Scotland in United Kingdom providing residential and nursing care. We are committed to providing both the physical and emotional well-being of all our residents, tailoring our care to their interests and needs.

Our employees are a key component of our care delivery. Alongside them, the most important third-party stakeholders in this regard are our suppliers and as a company, we use predominantly UK based suppliers and endeavour to develop close ties with them in order to keep our supply chain relatively short.

Definitions

The Company considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity, or being bought or sold as property
- being physically constrained or having restrictions placed on freedom of movement.

Commitment

The Company recognises the importance of upholding human rights and ensuring the well-being and dignity of all individuals and acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015 to eradicate the modern slavery in all its forms. The Company understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Our Business and Supply Chains

The Company is a provider of care home services in the UK. We understand that the risk of modern slavery can exist in various industries, including the care sector. We are committed to maintaining the highest standards of ethical conduct, both within our company and throughout our supply chains.

Policies and Procedures

We have implemented robust policies and procedures to prevent and address modern slavery in our operations. These policies include, but are not limited to:



a. Modern Slavery Policy: We have developed a comprehensive policy that sets out our zero-tolerance approach towards modern slavery. This policy is communicated to all employees and suppliers, emphasizing the importance of compliance, and reporting any suspicions or concerns.

b. Supplier Code of Conduct: We have established a Supplier Code of Conduct, which outlines our expectations regarding ethical behavior, including the prohibition of modern slavery. We communicate this code to all our suppliers and seek their commitment to uphold these principles.

c. Recruitment and Employment: Our recruitment practices are designed to ensure that all employees are hired in compliance with applicable laws and regulations. We undertake thorough checks to verify the legal status of our employees and provide training for our staff on recognizing and reporting signs of modern slavery.

Risk Assessment and Due Diligence

We conduct regular risk assessments to identify and mitigate any potential risks related to modern slavery within our supply chains. We assess our suppliers based on their geographic location, the nature of their products or services, and the level of control we have over their practices. We also maintain ongoing due diligence procedures to monitor and evaluate our suppliers' compliance with our ethical standards.

Training and Awareness

We recognize the importance of raising awareness and fostering a culture of vigilance among our employees. We provide comprehensive training to our staff members, including managers and procurement personnel, to ensure they understand the risks associated with modern slavery and can effectively identify and address any concerns.

Reporting and Whistleblowing Mechanism

We encourage all employees, suppliers, and stakeholders to report any suspected cases of modern slavery promptly. We have implemented a confidential reporting mechanism to allow individuals to raise concerns without fear of retaliation. Reports received will be thoroughly investigated, and appropriate action will be taken.

Continuous Improvement

We are committed to continuous improvement in our efforts to combat modern slavery. We regularly review and update our policies, procedures, and training programs to reflect emerging best practices and legislative changes.

Board-Level Responsibility

The responsibility for ensuring compliance with the Modern Slavery Act 2015 rests with the board of directors. They are actively involved in overseeing our efforts to eradicate modern slavery and regularly review the effectiveness of our measures.



The Company is fully committed to upholding the principles outlined in the Modern Slavery Act 2015. We understand the importance of eradicating modern slavery and dedicated ourselves to ensuring that our operations and supply chains are free from such practices. We will continue to improve our practices, engage with stakeholders, and work towards a society where modern slavery is no longer tolerated.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed:	Sarah Willitts
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Date:	4/2/2025.