

Elevate Care Modern Slavery Statement

Introduction

Elevate Care is committed to carrying out business responsibly, this includes ensuring that slavery and human trafficking are not taking place in any part of our business or supply chain.

This statement is intended to provide details of the steps that we have taken and are continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Elevate Care has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity in all business dealings and to safeguard against any form of modern slavery taking place within the business or our supply chain. Elevate Care Ltd remains free from involvement or complicity in any form of modern slavery within its supply chain or operations. We perform regular internal audits to identify risks and prevent practices like forced labour, human trafficking, child labour, and other forms of exploitative working conditions that qualify as modern slavery.

Our organisation

Elevate Care Ltd is a forward-thinking care provider registered in the UK to provide community homecare, supported accommodation, and specialised care and support that promotes independent living across England and Wales with a commitment to deliver high-quality, personalised, person-centred, private care and support services to all our service users within Buckinghamshire, Bedfordshire, Cambridgeshire, Derbyshire, Northamptonshire, and Aylesbury.

Our passionate, highly qualified, and thoroughly vetted healthcare workers, Care Co-ordinators, and Registered Managers, provide quality care to all our service users. We supply highly motivated and engaging healthcare workers to reputable care homes in and around Buckinghamshire and the surrounding counties. Our homecare services range from companionship visits to 24-hour live-in homecare for adult and children across all levels of ability and health conditions. We cater to both non-council-dependent service users and clients from the councils across Buckinghamshire, Bedfordshire, Northamptonshire, and Aylesbury. We are a CQC and Ofsted regulated and registered company.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical manner. There is a clear, formal policy in place that specifically addresses modern slavery. This policy applies to all levels of our organisation and its supply chain.

We are strongly committed to combating modern slavery, with resources dedicated to ensuring its eradication.

- a) Modern Slavery Policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
- b) Recruitment and Selection. We operate robust recruitment and eligibility to work practices throughout the recruitment and selection process. The team is trained to look out for and identify potential warning signs/indicators of modern slavery.
- c) Public Interest Disclosures Policy (held in the employee handbook). We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Our approach to assessing and managing risk

We map out the supply chain to understand where risks may exist. This involves identifying critical suppliers and the countries where these suppliers operate.

We assess each supplier's potential for modern slavery risks based on factors such as geographic location, industry, and Labour practices.

We do not consider that our key relationships with professional or business services suppliers give rise to material risks in this area.

We conduct confidential interviews with workers (if possible) to understand their working conditions, compensation, hours worked, and overall treatment.

We regularly review contracts, pay records, and other relevant documentation to ensure that all practices are in line with legal requirements and company policies.

We have clear Key Performance Indicators (KPIs) related to modern slavery, such as the number of workers trained in recognising exploitation.

Internal audit at Elevate Care is part of a continuous process to assess and improve practices, not a one-time event

The biggest risks which we consider as potentially arising within our business are in relation to facilities management, and the supply of office electronic equipment.

We manage the risk through the use of reputable suppliers, and we have specifically requested that all of our material and regular suppliers in these areas confirm that their own business activities do not involve slavery or human trafficking.

Our effectiveness in combating slavery and human trafficking

Within our business, we have identified no suppliers in higher risk areas. We will continue monitor this and if necessary, reach out to suppliers and conduct due diligence on their compliance with the Modern Slavery Act.

We will continue to monitor and engage with all our material suppliers on the steps they are taking over the next year. Anyone working for Elevate Care (employees, workers, volunteers, contractors etc.) will be requested to complete MSA training on our Atlas Citation Platform in order to raise awareness and ensure everyone knows the part they play in preventing it.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Elevate Care's slavery and human trafficking statement for the financial year ending 31 December 2023.

This statement was approved by Peter Adeyemo on 9th May 2025.

Peter A.
Director