Ross Care

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# Slavery and Human Trafficking Statement, Financial Year 2024/2025

## 1. Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. This slavery and human trafficking statement is issued in accordance with, and in support of, section 54 of the Modern Slavery Act 2015 and incorporates the financial year 2024/2025.

## 2. Our organisation

We are a national service provider to the NHS and Local Authorities, Wheelchair Services and Mobility Sales. We also operate Consolor which supply specialist seating products to the NHS and individuals.

## 3. Our approach

As part of our culture of good governance for good business, we have adopted a zero tolerance approach to modern slavery and are fully committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. To reinforce this commitment, we have published an Anti-Slavery and Human Trafficking Policy which is supported by our Incident Reporting and Freedom to Speak Up Policies. We also provide regular training regarding modern slavery and how to report any concerns to all our staff, including new employees.

## 4. Our supply chain

We recognise that we have an extensive supply chain and continually procure goods and services from a wide range of suppliers, subcontractors and partners, each of which will have their own subcontractors and associated entities. As a result, we have numerous supply chain relationships across many countries, including the United Kingdom (UK), European Union (EU), Turkey, China, Taiwan and Vietnam. To mitigate against any non-compliance relating to the Modern Slavery Act 2015 by our suppliers, we undertake annual questionnaires within the UK, which include requesting their own slavery and human trafficking statements, whilst we specify compliance with the Act within our overseas critical supplier agreements. These agreements are further scrutinised by internal and external audits and visits to manufacturing sites.

## 5. Our commitment

We expect all organisations who have, or seek to have, a business relationship with Ross Care, to adhere to the Act and our zero-tolerance approach to modern slavery. We will therefore take immediate and decisive action against violations by any of our business partners which may range from remediation plans to termination of contracts.

**James Parramore**
Director
Ross Care