MODERN SLAVERY STATEMENT

Preventing slavery in social care

Modern slavery and human trafficking have no place in social care. This statement explains what Grace Live In Carers Ltd, trading as Grace 24/7 Care, does to prevent them in our own business and in our supply chains.

Organisation	Grace Live In Carers Ltd, trading as Grace 24/7 Care
Location	Oldham, England (all operations in the United Kingdom)
Published	26 October 2026
Period covered	29 November 2026 to 28 November 2027
Next review	By 28 November 2027, or sooner if our business or risks change
Modern Slavery Act 2015	Voluntary statement. Our turnover is below the £36 million threshold in section 54, so we are not legally required to publish one.

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1. Our commitment

We believe every person is entitled to liberty and dignity. Social care relies on a mobile workforce and on people who often work alone in private homes, so we recognise that it can be exposed to exploitation. That is why we publish this statement even though the law does not require us to.

We take a zero-tolerance approach to modern slavery in all its forms, including forced and compulsory labour, debt bondage, servitude, human trafficking, forced marriage and the exploitation of children and vulnerable adults. We are committed to preventing it in our own operations and supply chains, and to acting promptly if we find or suspect it.

2. Our structure, business and supply chains

Grace Live In Carers Ltd (trading as Grace 24/7 Care) is a private limited company based in Oldham, England. We provide live-in care, healthcare recruitment, social care and other healthcare services. All of our operations are in the United Kingdom, and we are managed by our board of directors.

Our supply chain is made up of the suppliers and partners we rely on to deliver care, recruit and train staff and run the business, such as recruitment partners, training providers and business support services. We aim to build honest, mutually beneficial relationships with all of them.

Before we work with a new supplier, and periodically afterwards, we check its reputation, compliance with the law, health, safety and environmental standards, and references. To date, no report of slavery or human trafficking in our

supply network has come to our attention. If one did, we would raise it with the supplier straight away and report it to the relevant authorities.

3. Our policies

We review our policies regularly to make sure they prevent slavery and forced labour and comply with the law. The policies that support this statement are:

- **Whistleblowing Policy.** Employees, customers and suppliers are encouraged to report any suspicion of slavery or trafficking without fear of reprisal. Reports are handled confidentially to protect the identity of the person raising them.
- **Code of Conduct.** Sets out the behaviour we expect from our staff when they represent the company, including high standards of ethical conduct in how we manage our supply chain.
- **Purchasing Code.** Our Purchasing Code and supplier contracts expressly address slavery and human trafficking.
- **Recruitment and employment practices.** We check every worker's identity and right to work before they start. Workers keep their own passports and identity documents, and we do not charge workers fees to be recruited or placed.

4. Where the risks are and how we manage them

We assess risk in our own workforce and in our supply chain at least once a year, and whenever we take on a new type of supplier or recruitment route. We consider:

- country-specific risk, using the Global Slavery Index;
- the nature of the services each supplier provides;
- the presence of vulnerable groups of workers;
- news and reports from labour and human rights organisations.

In the care sector, the risks we pay particular attention to are the use of third-party recruiters and agencies, recruitment of workers from overseas, any fees or debts placed on workers, the terms of accommodation provided, and the hours and pay of staff who work alone in clients' homes. Where we identify a higher risk, we carry out enhanced checks, ask for more evidence and monitor more closely.

5. Our due diligence processes

We want to work with suppliers who share our commitment to preventing slavery and forced labour. For new and existing suppliers we:

- assess the risks linked to the specific services they provide;
- review health and safety standards, labour relations and employment contracts, including through audits where the risk justifies it;
- require improvement where employment practices fall short; and
- take action, up to ending the relationship, where a supplier fails to meet our standards.

We ask suppliers to confirm that:

- they do not use forced, compulsory or slave labour;
- their workers are there voluntarily and are free to leave, with a reasonable notice period in their contract;
- they do not charge workers deposits or bonds, and do not withhold wages without just cause; and
- they do not keep workers' passports or work permits as a condition of employment.

6. Staff training and awareness

We raise awareness of modern slavery through information shared across our offices and by email to all staff. It covers our commitment, the signs of slavery and trafficking, and how to report a suspicion.

We also provide training so that employees (and suppliers where appropriate) can recognise and respond to these issues. Our e-learning course covers:

- the forms modern slavery takes, the risks it poses to our organisation and how to spot the signs;
- what to do if you suspect slavery or trafficking, and the external help available to victims;
- guidance for suppliers on escalating concerns and on our anti-slavery policies and controls;
- what we will do if a supplier fails to put anti-slavery controls in place; and
- a declaration, signed by each employee, that they will follow our anti-slavery policy.

7. How we measure effectiveness

We track the following indicators to judge whether our controls are working:

- the number of employees who have completed mandatory training;
- the number of suppliers who have completed our ethics questionnaire;
- the extent to which suppliers run awareness and training programmes comparable to ours;
- employee feedback showing awareness of, and sensitivity to, ethical issues; and
- the outcome of the directors' annual review of this statement and our controls.

We report these measures to the directors at least once a year and use them to decide what to improve. We investigate every reported concern, act on what we find and work with other organisations to share good practice.

8. Raising a concern

Anyone who suspects slavery, trafficking or exploitation connected with our business should tell a director or use our whistleblowing procedure. Concerns are kept confidential and nobody is penalised for raising one in good faith.

> **Outside help**
> Modern Slavery & Exploitation Helpline (24/7, confidential): **08000 121 700**
> Gangmasters and Labour Abuse Authority: **0800 432 0804**
> If someone is in immediate danger: **call 999**

9. Review and approval

Eliminating slavery and forced labour from our business and supply chain is a continuous process. We will keep improving our policies and procedures, and we will review this statement at least once a year.

This statement applies to the financial year 29 November 2026 to 28 November 2027. It has been approved by the board of Grace Live In Carers Ltd T/A Grace 24/7 Care and is signed on its behalf by the directors below.

Signature

Name: **Alice Princess Purchase**
Position: **Director**

26 October 2026
Date

Signature

Name: **Reginah Chidemo**
Position: **Director**

26 October 2026
Date