

Modern Slavery Act 2015

Transparency in Supply Chains Statement

Introduction by the Group Chief Executive

This statement sets out the steps Serenity Homecare Limited has taken in this financial year to ensure modern slavery and human trafficking is not taking place in our business or supply chains. The increasing level of transmigration due to global conflict, in part, means that there is an increasing risk of slavery and human trafficking. At the time of making this statement Serenity Homecare Limited does not meet the criteria to make a statement, but it is likely that we will need to provide this information to suppliers and customers who do meet the criteria. All of our staff, supply chain partners and customers understand the importance of reporting concerns and for our management team to act upon them.

The organisation's structure

Serenity Homecare Limited is a wholly owned subsidiary of Serenity Health and Social Care Group Limited. Serenity Innovations Limited is also part of the group. We have offices in Birmingham, Walsall and Leicester. Serenity Homecare Limited is registered with the Care Quality Commission to provide personal care services to vulnerable adults in their own homes to keep them as independent as possible.

The business structure

Serenity Homecare Limited's business is managed by a team led by the Group Chief Executive, the Registered Care Manager and board members consisting of personnel who coordinate care services, recruit, train and retain staff and office administrators. The company has contracts with local authorities, clinical commissioning groups and individual service users all of whom are based in the UK.

SERENITY HOMECARE LIMITED

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Registered in England Company Number 7242636

Part of Serenity Health and Social Care Group Limited

The supply chains

We are committed to achieving greater clarity and understanding of our supply chains so that we may identify and deal with any evidence of slavery and human trafficking. We source goods and services from UK based suppliers whose supply chains may be global.

Policies on slavery and human trafficking

Serenity Homecare Limited has a range of policies that reflect our commitment to manage risk and to operate according to our core values. These include a commitment to act ethically, with integrity and having procurement process and internal controls that help to minimise the risk of slavery and human trafficking occurring in our supply chains.

Due diligence processes for slavery and human trafficking

We have a number of due diligence steps that are taken to help us manage risk. These include

- a. Requiring new suppliers to confirm they have policies and procedures that mitigate the risk associated slavery and human trafficking
- b. Using ‘Know Your Supplier’ and ‘Know Your Customer’ approaches to understand our suppliers and customers as well as we can.
- c. Communicating our commitment to employees, suppliers and customers and encouraging reporting of concerns and protecting whistle blowers.

We will continue to develop our processes.

Areas where there is a risk of slavery and human trafficking

Our supply chain includes suppliers of personal protective equipment, information technology services including telephony, human resource management services, office products, banking services, utilities and professional services . We aim to minimise risks in these areas but acknowledge that not all supply chains can be entirely free from this risk.

How we measure compliance

We use internal audits, management reviews and key performance indicators to ensure that the risk of slavery and human trafficking is effectively managed. These include;

- a. Quality audits with customers and employees
- b. Staff monitoring, supervision and recruitment systems
- c. Regular communication with suppliers and customers
- d. Annual review of our polices and procedures and corporate plans

Staff training

Serenity Homecare Limited provides briefings and training to staff who have a direct responsibility for managing supply chains. We have robust HR policies and procedures in place to ensure there is no undue influence and employees are treated with dignity and respect. Our recruitment processes include verifying the identity of each employee and their right to work in the United Kingdom before commencing employment.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.

Approved by the board of directors on 30 November 2017

Rajinder Jassal
Group Chief Executive