

## **Elizabeth Finn Homes Limited Modern Slavery Statement**

Elizabeth Finn Homes Limited (EFHL) operate a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain.

### About Elizabeth Finn Homes

Elizabeth Finn Homes operates nine care homes across England and is a wholly-owned subsidiary of the charity Turn2us. Although the Homes organisation is run on a commercial basis, any operating surplus at the end of the financial year passes to the charity to support its work.

Since their inception Elizabeth Finn Homes have always been run to the highest of standards, providing premium quality care to professional people and their families.

The company's raison d'être is to provide 'exceptional care for the individual'. This is realised through a keen focus on the provision of industry-leading personalised care, employing the best people, a constant regard for the quality of the homes and their facilities, and through prudent financial management.

### Our commitment to the principles of the Modern Slavery Act 2015

The following are the steps EFHL has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

EFHL is an equal opportunities employer, committed to creating and ensuring an inclusive, non-discriminatory and respectful working environment for all staff.

EFHL does not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

### Our supply chains

Due to the nature of its business, EFHL assesses itself to have a low risk of modern slavery in its business and supply chains.

EFHL's supply chains are limited. Goods and services are procured from a limited range of trusted and established UK suppliers.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain. We expect the same high standards from all of our contractors, suppliers and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude and we expect that our suppliers will hold their own suppliers to the same high standards.

### Policies and Procedures

We have reviewed a number of our policies, and the processes related to them to ensure they include reference to the duties of the organisation and individual in relation to modern slavery.

These policies include: -

- EFHL Safeguarding Adults at Risk of Abuse Policy
- EFHL Equality Policy
- EFHL Recruitment Policy
- EFHL Whistleblowing (Public Interest Reporting) Policy
- EFHL Bullying and Harassment Policy

All staff should feel confident that they can expose wrong doing without any risk to themselves, which is reflected in the Whistleblowing and Safeguarding Policies – the latter details all types of abuse including Modern Slavery. Staff training on Safeguarding additionally includes Modern Slavery, it's signs and symptoms.

EFHL's recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK, and to safeguard employees from any abuse or coercion.

#### Risk assessment and management

The risk linked to modern slavery will continue to be assessed and managed via the company's Safeguarding committee. The risks, along with existing and required mitigating controls are included on the EFHL's organisational risk register. These are reviewed by the Risk Steering Group.

#### Training

Modern Slavery training is addressed as part of the Safeguarding training which all staff are required to complete annually.