

## Introduction

Saint Aims Care and Support Ltd is committed to preventing modern slavery and human trafficking in all aspects of our business and supply chains. We recognise our responsibility to act ethically and with integrity in our operations and relationships, ensuring that modern slavery has no place in our organisation.

## Our Business and Supply Chains

Saint Aims Care and Support Ltd provides high-quality care and support services to vulnerable individuals. Our business operations include working with employees, suppliers, and partners who align with our values of ethical responsibility, transparency, and human dignity. We procure goods and services from various suppliers, including recruitment agencies, healthcare providers, and other third-party service providers.

## Our Commitment to Combatting Modern Slavery

We are committed to implementing and enforcing effective systems and controls to prevent modern slavery and human trafficking. Our approach includes:

- Conducting due diligence on all suppliers and partners to ensure compliance with ethical labour practices.
- Implementing policies and procedures that promote ethical working conditions.
- Providing training to employees and stakeholders to raise awareness of modern slavery and human trafficking.
- Encouraging the reporting of concerns related to modern slavery and ensuring protection for whistleblowers.
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## Policies and Due Diligence Processes

Saint Aims Care and Support Ltd has developed policies to address modern slavery risks, including:

- **Modern Slavery and Human Trafficking Policy** - Outlining our commitment to eradicating modern slavery.
- **Whistleblowing Policy** - Encouraging employees to report unethical behaviour without fear of retaliation.
- **Recruitment and Employment Practices** - Ensuring that employment is freely chosen and workers are treated fairly.

Additionally, we conduct supplier assessments and require compliance with our ethical standards. We engage with suppliers and partners to ensure they meet our expectations regarding human rights and labour conditions.

## Risk Assessment and Management

We conduct regular risk assessments to identify and address potential areas of vulnerability to modern slavery in our supply chains and operations. We work proactively to mitigate these risks by:

- Reviewing supplier contracts and requiring compliance with anti-slavery laws.
- Monitoring working conditions within our business and suppliers.
- Engaging with industry initiatives to improve labour standards.

## Training and Awareness

To ensure our employees understand the risks of modern slavery and human trafficking, we provide training on:

- Recognising the signs of modern slavery.
- Reporting mechanisms and whistleblowing procedures.
- Ethical recruitment practices.

We also engage with suppliers and business partners to ensure they adhere to ethical labour standards and provide training where necessary.

## Measuring Effectiveness

Saint Aims Care and Support Ltd regularly evaluates the effectiveness of our efforts to combat modern slavery through:

- Audits and compliance checks within our operations and supply chains.
- Employee and supplier feedback mechanisms.
- Reviewing and updating our policies in line with best practices and legal requirements.

## Approval and Publication

This Modern Slavery Statement has been approved by the Board of Directors of Saint Aims Care and Support Ltd and will be reviewed annually. It is published in accordance with the Modern Slavery Act 2015.

### Signed:

Amarachukwu Ezeoke  
Director and Registered Manager  
Saint Aims Care and Support Ltd  
12/03/2025