

Modern Slavery & Human Trafficking Statement

For the Financial Year Ending: 31st July 2027

Issued by Optimo Care Group

1. Introduction

Optimo Care Group is committed to preventing modern slavery and human trafficking in all areas of our business operations and supply chains. We recognise our responsibility under the **Modern Slavery Act 2015** and are committed to taking proactive steps to ensure that slavery and human trafficking are not taking place anywhere within our organisation or those we work with.

2. Our Organisation

Optimo Care Group is a UK-based care provider, delivering high-quality, person-centred services across the North and South East of England. We operate through several divisions, including Choices Homecare, Stepping Stones Services, Abbeycare, CFT Care, Spectra Care and Unfold Support Services.

We employ over 1,200 staff and provide domiciliary care, supported living, and specialist care services to vulnerable adults.

3. Our Commitment

We are committed to:

- Operating ethically, transparently, and with integrity in all business relationships
 - Ensuring modern slavery is not present in our operations, workforce, or wider supply chain
 - Embedding awareness of modern slavery risks across our recruitment, procurement, and compliance practices
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4. Our Supply Chain

Our supply chain includes:

- Care support staffing (internal and agency)
- Property services and housing partners
- Technology and equipment providers
- Training and compliance suppliers
- Uniform, PPE, and medical product suppliers

We engage with suppliers and contractors across the UK and are aware that certain industries may carry a higher risk of exploitative practices.

5. Risk Assessment & Due Diligence

To mitigate risk, we:

- Conduct due diligence on new suppliers, ensuring they comply with ethical labour practices
 - Include modern slavery clauses in our contracts and service-level agreements
 - Work only with staffing agencies who demonstrate full compliance with UK employment laws
 - Review any high-risk sectors or third-party partners annually
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6. Our Policies

Optimo Care Group has clear internal policies that reflect our commitment to tackling modern slavery, including:

- Recruitment and Selection Policy
- Whistleblowing Policy
- Safeguarding Policy
- Code of Conduct
- Supplier Code of Practice

All policies are reviewed annually and shared with staff during onboarding and refresher training.

7. Training and Awareness

To strengthen prevention:

- All hiring managers and senior leaders receive training on ethical recruitment and safeguarding risks
 - Frontline staff are trained to identify signs of exploitation, abuse, or coercion
 - Our “Speak Up” channels allow staff to raise concerns confidentially
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8. Measuring Effectiveness

We review the effectiveness of our actions through:

- Internal audits and supplier reviews
 - Whistleblowing logs and safeguarding reports
 - HR and compliance checks during recruitment and onboarding
 - Annual policy reviews and staff training compliance rates
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9. Approval

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and applies to all companies within the Optimo Care Group. It has been approved by the Board of Directors and will be reviewed annually.

Signed: *Ceri Bate*

Name: Ceri Bate

Job Title: Executive Director