

## MODERN SLAVERY STATEMENT

Leading Lives is an award-winning social enterprise providing social care support for people with learning disabilities, autism and complex needs in the home and in the community across Suffolk and neighbouring counties. The company Directors have extensive experience in the care sector.

As part of the care sector, Leading Lives recognises that it has a responsibility to take a robust approach to slavery and human trafficking. This statement sets out our commitment to preventing slavery and human trafficking in our business activities, and to ensuring that our supply chains are free from slavery and human trafficking.

### Our policies

The Company Directors are responsible together with the Service Managers for identifying, implementing and reviewing policies in the business.

We are confident that our policies promote good behaviour amongst our colleagues at work and within the business in relation to modern slavery and trafficking. Our policies and procedures are kept under review to make sure that they reflect the changing needs of the business, our staff and our customers. The following policies describe our approach to identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- Staff handbook;
- Code of Business Ethics Policy;
- Recruitment Policy;
- Staff Code of Conduct Policy;
- Equality and Diversity Policy;
- Anti Bribery Policy;
- Safeguarding Policy;
- Whistleblowing Policy.

### Due diligence

Leading Lives employs people solely within England. Our recruitment processes are set out in our Recruitment Policy and ensure that all prospective employees are legally entitled to work in the UK.

Leading Lives undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. This includes evaluating the modern slavery and human trafficking risks of any new supplier and ensuring that suppliers follow ethical practices.

### Training and continuing vigilance

To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, modern slavery is covered in our safeguarding training.

### Our Commitment

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Leading Lives slavery and human trafficking statement for the financial year ending 31 March 2020.

### Approval

This statement has been approved and signed by the Managing Director on behalf of the Company and The Board.

Signed:



Date: 08/07/2024