

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Daphney Foster

CARING BIRD CONSULTANCY LTD

UPDATED JUNE 2023

About Caring Bird Consultancy LTD

We are Caring Bird Consultancy LTD and are a private family run care company We were set up more than 4 years ago and provide care and support mainly in South Yorkshire but do cover other area too. We exist to serve our customers and communities. We employ a number of employees who make up one team. From the top of our organisation to the frontline, we are united to working together for our mission.

Our beliefs

We believe that everyone deserves a good, safe home and a community they can belong to. We believe that everyone should feel included and able to realise their potential. We want to help cater to a society with opportunities for everyone, regardless of their background or circumstance.

Our values

Our values are ambition, inclusion, integrity, quality, and sustainability.

Supply chains

We are committed to achieving greater clarity and understanding of our supply chains in order to seek out and deal with any evidence of slavery and human trafficking.

Caring Bird Consultancy LTD is UK-based, sourcing goods and services from predominantly UK-based suppliers whose supply chains extend globally. We recognise that no supply chain can be considered entirely free from the potential for slavery or human trafficking to occur and we have identified high risk areas, which has informed our communication approach, and this enables us to take positive action.

During our supplier selection process, a number of due diligence steps are undertaken that are designed to mitigate the risk of slavery and human trafficking existing in our supply chains:

- Spends over certain thresholds are sourced on a cyclical basis by the director, ensuring selection and award criteria are satisfactorily applied.
- Suppliers who tender for our contracts and all new suppliers are required to sign the Supplier Code of Conduct. This covers our expectations on supplier behaviour and appropriate policies, including our commitment to eliminating slavery and human trafficking from our supply bases.

Employees

Caring Bird Consultancy LTD also recognises the potential for slavery and human trafficking to affect employees working within its business.

To make sure its employees are not subject to undue influence and are treated with dignity and respect, Caring Bird Consultancy LTD has robust HR policies and procedures in place across all its operations. These are regularly audited to ensure compliance with employment legislation and prevent unethical working practices. Caring Bird Consultancy LTD is committed to making sure that all staff receive fair remuneration for the job they perform and undertakes regular reviews of terms and conditions across the workplace.

Caring Bird Consultancy LTD encourages all its employees to report any concerns related to its direct activities or those of its supply chain. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Caring Bird Consultancy LTD's Whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of retaliation.

Caring Bird Consultancy LTD also has robust recruitment processes, which includes verifying the identity of each employee and their right to work in the United Kingdom before commencing employment. In respect of temporary workers, Caring Bird Consultancy LTD has a contract in place with a reputable recruitment agency whose practices have been subject to thorough due diligence.

Caring Bird Consultancy LTD's staff attend Modern Slavery Act training which covers, the scale of modern slavery, the responsibilities under the Modern Slavery Act 2015, what human trafficking is, how to spot the signs of Modern Slavery and how to report Modern Slavery.

Caring Bird Consultancy LTD's employees all have access to a free comprehensive 24-hour employee assistance service offering guidance and counselling in relation to both their work activity and personal life. This service is completely independent from Caring Bird Consultancy LTD and allows employees to discuss concerns in a confidential manner.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Caring Bird Consultancy LTD's slavery and human trafficking statement.

This above-mentioned approach is applicable across the whole of Caring Bird Consultancy LTD. Our approach and strategy are reviewed annually.

Approved by the Director of Caring Bird Consultancy LTD on 27 May 2023.

Stuart Foster
Company Director