

## Modern Slavery Policy

The Modern Day Slavery Act 2015 policy is an important part of our business strategy. We at Blackstone Care are committed to ensuring that modern slavery is not taking place in any of our operations or supply chains. As part of this commitment, we have implemented a number of measures to prevent and detect modern slavery, including conducting due diligence on our suppliers and providing training to our employees.

Our commitment to the Modern Day Slavery Act 2015 policy is a reflection of our values as a responsible business and our dedication to upholding the rights of all workers.

### Our Policy:

1. Blackstone Care is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. Blackstone Care is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. Blackstone Care provides appropriate training and awareness information for all of its staff. In particular, all of our staff receive awareness-raising information around issues involving modern slavery and human trafficking so that they can bring any concerns they have to the attention of management.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to the directors.
5. Blackstone Care is continuously committed to enforcing no forced labour or modern slavery with our suppliers and employees.
6. Reports surrounding these issues are taken extremely seriously by the Blackstone Recruitment Directors, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
  - Removing that organisation from our preferred supplier list.
  - Passing details to appropriate law enforcement bodies.
7. Blackstone will follow the guidelines of the International Labour Standards on Forced labour (ILO's) and the Forced Labour Indicators:
  - Have no contract.
  - Be unable to negotiate working conditions.
  - Be unable to choose when or where they work.

- Be forced to work under certain conditions.
  - Work excessively long hours over long periods.
  - Not have any days off.
8. As part of our efforts in this area, we publish a modern slavery statement on an annual basis where required.

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