



Connectioncare

Modern Slavery Statement

At Connection Care Ltd*, our mission is to enhance lives. We firmly believe in collaborating with outstanding individuals to unlock the highest potential for our staff, candidates, and the clients we serve. Our commitment revolves around the notion of "Making the World Better," utilizing our leadership position to address societal issues.

We are resolute in our stance that there is no place for slavery in the modern world. We are steadfast in ensuring that it does not occur under our watch. To put it simply, we maintain a zero-tolerance approach to modern slavery and human trafficking. This statement has been published in accordance with the Modern Slavery Act 2015, outlining the proactive measures we are taking. Furthermore, we expect our suppliers and partners to adhere to this policy.

In our efforts to prevent modern slavery and human trafficking within any aspect of our business or supply chain, we ensure that:

- This statement is reviewed annually to ensure its relevance and is distributed each year to our staff, candidates, and suppliers to raise awareness and ensure compliance.
- All members of our compliance team are trained and have a comprehensive understanding of their duties related to modern slavery.
- All supply chain partners undergo vetting before being added to our Preferred Supplier List (PSL) and are subject to annual audits when deemed appropriate.
- We encourage and expect our supply chain partners to provide training to their staff and their supply chain to enhance awareness.
- We conduct due diligence to identify, assess, and mitigate the risk of any violations. When risks are identified or concerns are raised, we conduct thorough investigations.
- All staff and candidates have access to a dedicated Whistleblowing Helpline. Any concerns raised are promptly escalated to the relevant local authorities and the police.
- All whistleblowing disclosures are treated with the utmost discretion, and those making a disclosure receive our full protection.

Our Business and Our People

Connection Care Ltd is a prominent provider of healthcare professionals and related services across the UK, with a primary focus on healthcare. We offer a comprehensive range of services and expertise across various disciplines, from Doctors and Nurses to Allied Health Professionals. Connection Care Ltd also collaborates with non-medical staff in healthcare settings, including IT, administration, and accounting.

Each of our offices is home to an exceptional core team that fuels our business. We value every individual in our team and uphold a set of strong moral and cultural values known as the Connection Care Ltd Family Principles, which guide us to maintain the highest standards of honesty, integrity, safety, and ethics.

Addressing modern slavery, human trafficking, and other forms of exploitation is a collective responsibility among all Connection Care Ltd staff. These issues are consistently addressed in our policies, training programs, and Standard Operating Procedures (SOPs), which include but are not limited to:

- Equality, diversity, and human rights policy
- Recruitment policy and procedures
- Safeguarding policy
- Compliance policy
- Incidents policy



- Complaints policy
- Whistleblowing policy
- SOPs and training materials

These policies are reviewed, communicated to, and acknowledged by our staff, candidates, suppliers, and partners. Within these policies, we include indicators of potential issues and a clear reporting and escalation process. It is a prerequisite for our suppliers to have anti-slavery and anti-trafficking policies in place to conduct business with Connection Care Ltd.

Our Supply Chain

Our supply chains encompass various elements, including sourcing candidates globally for our clients and procuring goods and services necessary for our everyday business operations, such as stationery and office equipment. Connection Care Ltd places thousands of temporary staff each week and hundreds of permanent staff each month. As a talent management agency, we recognize that our sector may be more susceptible to human trafficking than others. We genuinely care about each candidate, and, as a result:

- We maintain a zero-tolerance approach to modern slavery and human trafficking.
- We rigorously vet and assess each supplier through onboarding due diligence and annual audits.
- We require all our suppliers to adhere to Connection Care Ltd's standards, values, and ethics.
- We take the time to understand each individual candidate to match them with work that aligns with their needs and aspirations.
- We ensure that all candidates accepting work with a Connection Care Ltd client receive fair and agreed-upon terms and compensation.

This candidate-centric approach sets us apart. Together with our stringent policies, it constitutes a robust defense against human trafficking and exploitation. We are committed to knowing our people, recognizing when something is amiss, and addressing complex conversations head-on.