



rostercare

## MODERN SLAVERY (ANIT-SLAVERY AND HUMAN TRAFFICKING) POLICY

### PURPOSE

Modern Slavery & Human Trafficking is a crime and a violation of fundamental human rights. It takes various forms. These include:

- **Slavery**
- **Servitude**
- **Forced & Compulsory Labour**
- **Human trafficking**

Which in turn all have a common deprivation of a person's liberty in order to exploit them for financial or personal gain.

Rostercare Ltd has a zero-tolerance policy to modern slavery and trafficking. Rostercare is committed to acting with integrity and in an ethical way within all the business dealings and relationships. This is to implement and enforce effective systems to ensure modern slavery is not taking place anywhere in the business or any of the suppliers we assist.

Rostercare Ltd is also committed to ensuring transparency in our business and in the approach to tackling modern slavery thorough out our supply chains. This is consistent with all of our disclosure obligations under Modern Slavery Act 2015.

As part of our contracting processes we include specific prohibitions against the use of forced compulsory or trafficked labour or anyone held in slavery or servitude whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

### TO WHOM THE POLICY APPLIES

This policy is applicable to all persons working for the Rostercare Ltd or on our behalf. This includes employees at all levels, Directors, officers, candidates, agents, contractors third party representative and business partners.

This policy does not form part of any employee's contract of employment and Rostercare may choose to amend it at any time.

### RELATED POLICIES

The Modern Slavery (Anti-Slavery & Human Trafficking) Policy interacts with the following all workplace policy and procedures. This can be found in the employee handbook which is available in each branch.

All staff are encouraged to familiarise themselves with the polices details below. If any employee has and queries regarding this Policy, please contact the HR Department and the Compliance Officer.

- **Whistleblowing Policy**

## COMPLYING WITH THE POLICY

All staff must ensure they read, understand and comply with the policy.

The detection, reporting and prevention of Modern slavery in Rostercare Ltd is the responsibility of all those working within Rostercare.

All staff are required to avoid any activity that may lead to a breach of this policy.

Rostercare employees must notify their line manager or the Compliance Officer immediately if they believe or have a suspicion that there maybe a breach of this policy now or in the future.

Rostercare employees are encouraged to raise any concerns of modern slavery in any part of the organisation at the earliest convenience.

If a Rostercare employee believes that this policy has been breached they must contact the Management or Compliance Officer immediately and must be in accordance to the Whistleblowing policy.

Rostercare Ltd encourage openness and will support the employees who raise concerns that are in line with this policy, even if these concerns are mistaken. Rostercare Ltd is committed to ensure that no employee will suffer any detrimental treatment as a result of reporting their suspicions within the business or suppliers.

## AWARENESS OF THE POLICY

Rostercare Ltd provide training on this policy, and on the risks the company faces from Modern Slavery in the supply chains.

The zero-tolerance approach to modern slavery must be communicated to all suppliers or agents at the start of any business relationship and then reinforced as appropriate thereafter.

## BREACHES OF THIS POLICY

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct/gross misconduct.

Rostercare Ltd may decided to terminate the relationship with other individuals or organisations that may breach this policy.