

## **Modern Slavery Policy**

### **INTRODUCTION**

Incor Group are a small to medium enterprise falling below the threshold for compliance with the Modern Slavery Act 2015. The nature, size and structure of our operation means that there is little scope for Modern Slavery and Human Trafficking to occur within our organisation. However, we must be vigilant to the potential in our customer networks and those of our larger suppliers.

Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply / client chain.

Staff are expected to report concerns and management are expected to act upon them.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Policy reflects our commitment to acting ethically and with integrity in all our business relationships.

### **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk -

- We limit the geographical scope of our business to ensure optimum supervision of our operation and supply chain
- Where possible we build long standing relationships with local suppliers and clients and make clear our expectations of business behaviour
- We encourage the reporting of concerns and the protection of whistle blowers.

In Addition, we use certain existing checks and balances in our business to help us ensure that Slavery and human trafficking is not taking place in any part of our business or supply chains:

- Audits of our own, and where relevant, suppliers and customer's operations;
  - A safe guarding approach to residents that we visit at their homes, for any signs of concern
- Use of scheduling, tracking and payroll systems;
- Active communication and personal contact with staff, suppliers and Customers

### **SUPPLIER ADHERENCE TO OUR VALUES**

We expect all those in our supply chain and contractors comply with our values.

Where suppliers are considered to have a potential risk of slavery or human trafficking in their business, we require them to demonstrate their policy on the subject.



## **TRAINING**

To ensure an understanding of the risks of modern slavery and human trafficking in our supply chains and our customer businesses, we provide briefing and information to relevant members of staff.

This Modern Slavery Policy has been reviewed and approved by Incor Group's Executive Team.

04.01.2024  
Aaron Reeves, Managing Director.  
Incor Group Ltd.