

Anti-Slavery and Trafficking Statement

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 on behalf of the directors of both County Care Support Limited and County Care Group Holdings Limited (the latter being the holding company for the former named company and together being referred to herein as “County Care”). This statement constitutes County Care’s slavery and human trafficking statement for the financial year ending 5 April 2026.

Organisational Structure and Business

County Care is a provider of services in the Health and Social Care Sector, operating in Surrey, Hampshire and Sussex.

County Care Independent Living Limited was founded in 2010 and has proved to be a safe, reliable and committed specialist care provider to adults and young people, some of whom may have complex health needs, a learning disability or mental health needs.

We have approximately 150 members of staff across our four care settings, including approximately 25 in our central support function.

Our Policies in Relation to Slavery and Human Trafficking

County Care has a zero-tolerance approach to modern day slavery, and we are committed to operating to the highest ethical standards and with integrity in respect of all our business dealings and relationships.

County Care has implemented effective systems and controls to ensure modern slavery is not taking place within our organisation. County Care is also committed to ensuring as far as possible, that all our suppliers hold a similar ethos. We continue to review and develop effective measures to help mitigate modern slavery risks.

We do not believe there to be any high-risk operations within the work of County Care and our supply chains with regards to modern slavery and human trafficking. We procure a range of goods and services via a diverse supply chain, including the following:

- Property related services and materials (repairs and maintenance)
- Communications and IT equipment services
- Various professional services
- Office equipment and supplies
- Utilities and waste management
- Confectionary and non-confectionary items

County Care ensures a high level of understanding surrounding the risks of modern slavery by providing regular training to our staff on the subject and through constant monitoring of both the rota and payroll systems we have implemented.

Our whistle blowing policy encourages staff to report any bad practice, which extends to human rights violations like modern day slavery, on a confidential basis without fear of recrimination.

Any County Care employee that breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may suspend and/or terminate our relationship with any supplier or organisation working on our behalf if they breach this policy.

This policy applies to all persons working for County Care and on our behalf in any capacity. This policy does not form part of any employee's contract of employment, and we may amend it at any time.