

Modern slavery statement Grace Accord Ltd (GAL)

Grace Accord Ltd is a small business with a turnover less than £36 million and according to Modern Slavery Act 2015 Section 54, Part 6 it is not a requirement to make a statement on Modern Slavery, however Grace accord Ltd views this practice as unethical, abhorrent, evil and inhuman and can not be allowed or tolerated within GLA's business practices. In the Health Sector and in Education it is part of compliance requirement that GLA brings awareness to staff and students through educational modules as part of recruitment. Modern Slavery, Safeguarding and Type of abuse are mandatory modules to be done before any form of engagement and before they go to hospitals for practice. GAL staff are taught to be vigilant and familiarise themselves with reporting mechanisms within the organisation and how to escalate any form of abuse to outside organisations like the CQC, Social Services, Safeguarding Team and the police. So training and capacity building within our staff in GLA is available.

GLA makes all endeavour to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business. This statement is only in relation to GAL and its business. References to "our people" only refers to those individuals working on behalf of GAL, not the external firms.

In accordance with Section 54, Part 6 of the Modern Slavery Act 2015 (the Act), this statement sets out the steps that Grace Accord Ltd will take to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business. This statement will be reviewed and approved by the GAL director at end of each financial year.

Overview

The Act requires commercial organisations supplying goods or services with a turnover of more than £36 million to prepare and publish an annual 'Slavery and human trafficking statement'. The statement must set out the steps an organisation has taken, if any, during its financial year to ensure that slavery or human trafficking is not taking place in its business or supply chain. What is modern slavery? Modern slavery is an international crime, affecting millions of people around the world - a growing global issue that transcends age, gender and ethnicities. Sadly, vulnerable people from overseas as well as across the UK, are forced to work illegally against their will across many different sectors from agriculture, construction, hospitality, retail, manufacturing, and more.

Our organisation structure and supply chains GAL is a private company limited by guarantee, incorporated in England and Wales. Our business largely uses professionally qualified people employed directly by GAL. Our people policies ensure fair treatment of our people around the world. Our external suppliers are mostly UK and are low risk sectors (such as professional services). GAL is aware of the mapping of potentially higher risk countries. Our policies in relation to slavery and human trafficking GAL has established a zero-tolerance position on violations to the UK's anti-human trafficking and anti-modern slavery laws. If we find breaches of these laws within our supply chain, we will look to support companies in their efforts to comply with the legislation. The '6 Cs' in Health embodies our values in GAL which are Care, Compassion, Courage, Competence, Commitment, and Communication, are overarching pillars of our culture. They embody everything that we do at GAL and how we do business. They outline the expectation of our people's behaviour with colleagues, supplier firms, vendors and people around the world. We seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted. Our policies and procedures relating to the Modern Slavery Act are in line with our culture and values.

Our specific procedures to address modern slavery risk include:

- A 'Modern slavery policy' for our people, which sets out the key issues and how we should respond including a process for raising concerns internally
- An ethics the reporting mechanism that allows for anonymous reports to be submitted to our safeguarding officer
- A process for handling complaints raised by people outside of GAL
- Employment policies that protect our people from unfair treatment and promote a fair and inclusive workplace
- Robust recruitment processes in line with relevant employment laws
- Market-related pay and rewards reviewed annually
- Wellbeing strategy and initiatives to support our people's physical and mental wellbeing and lifestyle choice
- A 'Procurement policy' for how we deal with suppliers and a 'Supplier code of conduct' making clear the standards we expect.

Due Diligence processes, risk assessment and management

The implementation of our policies and procedures includes due diligence on suppliers that we engage with, in accordance with our procurement policy. To mitigate against this risk, we assess the companies that we deal with as part of the decision making process. When we admit a new supplier firm to the Grace Accord network, a thorough due diligence process takes place to ensure that the firm has a good reputation with appropriate practices in a number of areas including people and culture. Once admitted we deal with outside firms, compliance with global policies is a condition.

We look at **Key performance indicators** to measure effectiveness of steps being taken.

Sign-posted our employees by modernslavery.co.uk for advice.

Whistle blowing – a confidential line for concerns. Including Safeguarding & Prevent Strategy.

We log complaints received via designated officers or through other sources, together with the actions taken. To the date of this statement, GAL has had not identified instances of modern slavery.

Training on modern slavery and trafficking

GAL provides periodic training to our people on the subject of modern slavery and our policies to address the risks to help increase education and awareness. Some Modules include Prevent Strategy, Safeguarding for Young People & Adults. If you would like to find out more about the above, please email info@graceaccordltd.co.uk. GALL takes responsibility for this Statement and its related objectives and will review and update it in accordance with The Act.

Updated 26/11/2023

Lambert Corliss

Director: *L. Corliss*