

At Real Life Options Group we are committed to protecting and respecting human rights. The organisation has a zero tolerance approach to slavery and human trafficking. This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and constitutes the organisation's slavery and human trafficking statement for the year beginning 1<sup>st</sup> January 2024. It sets out the steps the organisation takes through leadership and operational activities in relation to slavery and human trafficking in our supply chains and within our own organisation.

Since 1992, Real Life Options has been delivering high quality, ethically managed social care. We have a national reputation for providing person-centred care and services to support people to live their lives. We provide self-directed support to ensure people have equal rights as citizens, to maximise their independence and social inclusion and to exercise choice about their own lives.

Our supply chains include procurement of agency staff, facilities management and utilities.

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. We are committed to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We expect our supply chains to comply with all relevant regulatory pre-employment checks and verification of certification and eligibility.

We have various checks that enable us to identify and mitigate risk in relation to slavery and human trafficking. We will ensure that we work with suppliers who treat their obligations towards modern slavery with the same importance that we do.

We maintain systems that:

- Identify and assess potential risk areas in our supply chains, through active risk management.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains, through ethical procurement.
- Monitor potential risk areas in our supply chains, through close working relationships with suppliers
- Protect whistleblowers, through our policy.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide training to our staff. Our employees are encouraged to identify any potential anti-slavery concerns and we have in place protection for whistleblowers.



**David Wilkin**  
Chairperson



**David Sargent**  
Group Chief Executive Officer

**RESPECT****HONESTY****RESPONSIBILITY****ACHIEVING EXCELLENCE**