

Modern Slavery and Human Trafficking Statement

For the Year Ending 31st December 2025

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Real Life Options has taken, and continues to take, to ensure that modern slavery and human trafficking are not taking place within our organisation or our supply chains.

We are committed to preventing slavery and human trafficking in all of our activities and supply chains. At Real Life Options have a zero-tolerance approach to modern slavery, and are committed to acting ethically, transparently, and with integrity.

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. Our organisation provides 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 recognise that some of these sectors are higher risk for modern slavery and have taken steps to manage those risks.

Real Life Options 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 act ethically and with integrity in all our business relationships and both implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Our supply chains to comply with all relevant regulatory pre-employment checks and verification of certification and eligibility.

The following policies support our commitment to preventing modern slavery:

- **Purchasing and Procurement Policy**
- **Whistleblowing Policy** – allowing staff to report concerns confidentially
- **Recruitment Policy** – including right-to-work checks and vetting procedures
- **Safeguarding Policy** – protecting vulnerable individuals in our care

All policies are reviewed annually and made accessible to staff via our intranet and employee handbook.

Real Life Options will ensure that we work with suppliers who treat their obligations towards modern slavery with the same importance that we do. In addition, we provide training to all employees to help them understand the risks of modern slavery and how to identify and report concerns.

We maintain systems that:



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- 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

In the coming year, we will:

- Strengthen due diligence procedures for new suppliers
- Expand training to cover agency and temporary staff
- Collaborate with partners in the care sector to share best practices

This statement has been approved by the Board of Trustees of Real Life Options and is signed on their behalf by:



David Wilkin
Chairperson



David Sargent
Group Chief Executive Officer



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