

Modern Slavery and Human Trafficking Statement

For the Year Ending 31st December 2026

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

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

Since 1992, Real Life Options Group 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. The Group 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.

The Group acts ethically and with integrity in all business relationships and implements and enforces effective systems and controls to ensure that slavery and human trafficking does not take place anywhere in our supply chains. Our supply chains are required 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**
- **Whistleblowing** – allowing employees to report concerns confidentially
- **Recruitment** – including right-to-work checks and vetting procedures
- **Safeguarding Adults (England)** – protecting vulnerable individuals in our care
- **Adult Support & Protection (Scotland)** – protecting vulnerable individuals in our care

The above policies are reviewed annually and made accessible to employees via our intranet and employee handbook.



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Real Life Options Group

Real Life Options Group 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:

- 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.

Continuous Improvement and Priorities

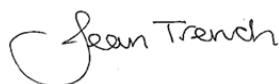
In the coming year, we will continue to strengthen our approach by:

- Enhancing supplier due diligence and risk assessment processes.
- Increasing awareness and training across all employee groups, including managers and those involved in procurement.
- Strengthening contract management and supplier accountability.
- Continuing to promote safe speaking-up cultures.
- Reviewing policies and procedures in line with evolving legislation and best practice.
- Supporting leaders to identify and mitigate exploitation risks.

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



David Wilkin
Chairperson



Jean Trench
Group Chief Executive Officer



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