

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

Introduction

We, Chelmscare Ltd, are committed to improving our practices to combat modern slavery and human trafficking in both our business operations and supply chains. During the last financial year, the Company strengthened its Environmental, Social and Governance (ESG) framework, including enhanced oversight of supply chain arrangements and a clear commitment to holding suppliers to the same high ethical and legal standards that apply to our own organisation.

Chelmscare Ltd is committed to acting responsibly, ethically, and with integrity in all business relationships and to ensuring transparency and accountability across all operational activities.

Organisation's Structure >>

Chelmscare Ltd is a provider of health and social care services, delivering regulated care predominantly under contract to the public sector. Our services focus primarily on the provision of personal care and support for older people and adults with disabilities, including individuals with complex care needs.

Chelmscare Ltd operates exclusively within the United Kingdom and does not conduct business overseas. The Company is headquartered in England.

Our Business >>

Chelmscare Ltd operates as a single legal entity with a clearly defined management structure and an established corporate governance framework. The Company maintains centrally controlled policies, procedures, and operational oversight to ensure compliance with all applicable statutory and regulatory obligations.

All personnel are directly employed by Chelmscare Ltd and are provided with full employment rights and protections in accordance with UK employment legislation, including the Employment Rights Act 1996 and associated statutory instruments. Front-line care staff may be engaged under flexible working arrangements where operationally appropriate; however, the Company seeks to ensure the availability of regular and continuous work, supporting stable employment practices and safeguarding against insecure or exploitative working conditions.

Chelmscare Ltd

Head Office: Ground Floor, 2 Penta Court, Station Road, Borehamwood. WD6 1SL

Telephone: 0208 953 8369 • **Email:** info@chelmscare.co.uk

www.chelmscare.co.uk

Supply Chain >>

As a provider of regulated Home Care Services, Chelmscare Ltd undertakes procurement activities that are proportionate to the scale, nature, and complexity of its operations. The Company's supply chain primarily supports the delivery of Home Care services within the United Kingdom and includes the procurement of:

- Rental, furnishing, equipping, and ongoing maintenance of operational premises, including utilities and related services.
- Information technology infrastructure, software, and communication systems.
- Care equipment, uniforms, and consumable supplies necessary for service delivery.
- Recruitment, training, and human resources support services.
- Marketing, branding, and communications services.
- Travel, accommodation, and routine business expenditure incurred in the course of operations; and
- Professional services, including legal, accountancy, and consultancy support.

Chelmscare Ltd does not directly engage suppliers based outside the United Kingdom. As such, the Company considers its exposure to modern slavery and human trafficking risks within its direct supply chain to be comparatively low; however, it remains committed to maintaining appropriate oversight and due diligence to mitigate any potential risks that may arise indirectly.

Policies on Slavery and Human Trafficking >>

Please refer to Policy 084 – Modern Slavery for further information

Chelmscare Ltd maintains robust and proportionate policies and procedures designed to prevent, identify, and mitigate the risk of modern slavery and human trafficking within its operations and across its supply chains. These policies are subject to regular review and update to ensure their ongoing effectiveness and continued compliance with applicable legislation, including the Modern Slavery Act 2015.

The Company's Environmental, Social, and Governance (ESG) and probity-related policies demonstrate a clear commitment to ethical conduct, transparency, and lawful

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business practices. These policies are underpinned by an effective corporate governance framework, supported by appropriate systems, internal controls, and management oversight, to promote accountability and ensure adherence to high standards of integrity throughout the organisation.

Due Diligence Processes >>

Chelmscare Ltd acknowledges that, notwithstanding its predominantly UK-based supply chain, certain procurement activities may present a potential risk of modern slavery and human trafficking, particularly where subcontracting arrangements or labour-intensive services are utilised.

- In order to address and mitigate such risks, the Company has implemented proportionate and risk-based due diligence processes, which include:
- the adoption and application of a Supplier Code of Conduct setting out minimum standards of ethical and lawful behaviour;
- enhanced supplier onboarding, vetting, and periodic review procedures to assess compliance with applicable legal and regulatory requirements; and
- ongoing monitoring of supplier performance and compliance, including the right to take appropriate remedial action where concerns are identified.

These measures are designed to support the identification, prevention, and management of potential modern slavery and human trafficking risks and to promote responsible and transparent supply chain practices.

Further Steps >>

Chelmscare Ltd is committed to the ongoing enhancement of its supply chain governance arrangements and will continue to gather, monitor, and analyse relevant data in order to more effectively identify areas of heightened risk. Where such risks are identified, the Company will implement proportionate corrective and preventative measures to mitigate potential exposure to modern slavery and human trafficking and to promote continuous improvement in supply chain oversight.

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**Legal Compliance
Statement >>**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Chelmscare Ltd's Modern Slavery and Human Trafficking Statement for the financial year ending 31 December 2025

Declaration >>

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Chelmscare's Modern Slavery and Human Trafficking Statement for the relevant financial year.

Chelmscare confirms that it is committed to preventing acts of modern slavery and human trafficking from occurring within its business operations and supply chains. The organisation has implemented appropriate policies, procedures, and due diligence processes to identify, mitigate, and address the risk of modern slavery and human trafficking, and continues to take proportionate and effective steps to uphold ethical standards and lawful employment practices.

This statement has been approved by the Board of Directors of Chelmscare and is signed by a senior person with appropriate authority on behalf of the organisation.



Christopher Tranquille
Director
On behalf of Chelmscare Ltd
Dated 29 January 2026

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