

Modern Slavery and Human Trafficking Statement

Introduction

We are committed to ensuring that our business and supply chain remain free from Modern Slavery. Modern Slavery is a crime and a violation of fundamental human rights.

We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chain.

We expect the same high standards from all of our contractors, suppliers and other business partners and, as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Our people-first approach means we prioritise employee well-being and support a culture where every voice is valued, as we work together to maintain ethical practices across our organisation.

Organisation's Structure

We are a provider of community-based health and social care support services mostly under contract to the public sector. Personal care for older and disabled people living in their own homes makes up the largest part of the services provided, but companies in the group also provide more complex, specialised support including nursing and health care.

We operate in the South East of the United Kingdom and we are headquartered in Kent. We do not operate overseas.

Our Business

Our staff are all directly employed and enjoy full employment rights under UK law. Most front-line employees delivering care are employed on a flexible basis but work is typically available at all times.

We have robust recruitment processes which ensure that thorough checks are conducted on all of our people in order to ensure that all we come into contact with are safeguarded.

Supply Chain

As a provider of personal services in the community, our procurement needs are relatively simple, covering mostly:

- PPE, uniforms, and office supplies.
- Marketing and communications;
- Recruitment and HR;
- Legal, accountancy, and other professional services;
- Accommodation, travel, and other routine business needs.

We do not currently use any non-UK suppliers directly.

Our Policies on Modern Slavery and Human Trafficking

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

We have a longstanding and effective whistleblowing regime in place and are confident that our culture supports open and transparent communication from our teams.

Any concerns around modern slavery would immediately be investigated and appropriate action taken including disciplinary action if any concerns were to be substantiated.

Our robust policies also underpin our stance on implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due Diligence processes for slavery and human trafficking

We understand that the supply chains for our UK based suppliers give rise to the highest modern slavery risks. To limit this risk we now work with a smaller number of selected suppliers.

We have implemented a supplier code of conduct which ensures that all our suppliers are signed up to the same high standards and we hold them to account for ensuring they work to maintain those standards.

Our due diligence checks on suppliers include checks related to slavery and human trafficking.

Training

Discussion of modern slavery is included in induction and in annual mandatory training courses for appropriate teams. Our PREVENT (counter-terrorism) training also includes aspects of modern slavery.

Performance Indicators

Our indicator that we have achieved our goal of being free from any modern slavery or human trafficking is that there have been no reports of this activity in our business or in our supply chain.

Enquiries

Any enquiries about this statement should be directed to info@tigerlilycare.co.uk

Declaration

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 31st March 2027.

G. Waldie

George Waldie
Managing Director

Tiger Lily Care Ltd
Date: 1st April 2026.