

# the calico group

## **Modern Slavery and Human Trafficking Statement 2022-23**

Calico is a group of companies dedicated to making a positive difference to people's lives through the provision of housing, care, support, training and life skills. We are committed to ensuring compliance with the Modern Slavery Act 2015 (MSA) through our service delivery and throughout our supply chain.

As a provider of a diverse range of services, the Calico Group has a multi-disciplined supply chain including construction and maintenance, materials, medical supplies and consultancy.

The Calico Group will not knowingly support or deal with any business involved in modern slavery or human trafficking.

This statement outlines the steps the Group has taken, and intends to take, to comply with the requirements of the MSA 2015 and to play our part in eradicating modern slavery and human trafficking.

Calico Group are already taking steps to identify and mitigate risks, including:

- connecting all staff within the business to our values;
- increasing leadership focus on our equality, diversity and inclusion (EDI) objectives in order to role model the eradication of modern slavery and human trafficking;
- building long-standing relationships with local suppliers and making clear our commitment to supporting the eradication of modern slavery and human trafficking;
- having a Procurement Strategy in place that requires compliance with the MSA throughout our supply chain;
- the appointment of a Head of Procurement to oversee the effective implementation of the Procurement Strategy;
- undertaking checks at recruitment to confirm 'right to work' and checks with the Disclosure and Barring Service for the protection of vulnerable customers and clients;
- regularly auditing and reviewing our practices for checking that all employees are paid at least the minimum wage and have the right to work;
- undertaking checks when making property lettings to ensure rights of residency and conducting periodic visits to engage with residents;
- having a Group Safeguarding Policy;
- all Calico Group staff members and volunteers are required to attend mandatory, bespoke safeguarding awareness training upon commencing their role and regular refresher training;
- having named safeguarding leads to act as the first point of contact for safeguarding issues or concerns, ensuring the importance of safeguarding is communicated within their areas of responsibility and advising staff on matters pertaining to safeguarding;
- encouraging all staff entering properties to be aware of potential vulnerability and safeguarding issues and to raise concerns with named safeguarding leads;
- having an EDI Strategy that aims to achieve fairness in society through its broad objectives which include: Challenging Discrimination, Diversity in our Suppliers and Partners and Diversity in our Communities;
- having policies in place to encourage and support whistle blowing.

During 2023-24, the Calico Group will seek to further strengthen our approach to supporting the eradication of modern slavery and human trafficking by:

- identifying the key areas of risk in our operations and supply chains;
- ensuring all relevant policies continue to reflect our commitment to the MSA;

- providing ongoing resources, support and investment to ensure that modern slavery and human trafficking is not taking place within the Group or our supply chains;
- continuing to raise awareness and understanding of the risk of modern slavery and human trafficking across the Calico Group.

The Calico Group take a zero tolerance approach to modern slavery and human trafficking and expect all staff, contractors and those in our supply chain to support this statement.

This statement is approved by the Calico Group Board of Directors who have overall responsibility for ensuring the Group comply with the MSA.

The Group Head of Governance and Regulation has responsibility for monitoring the implementation of this statement.

Managers at all levels have responsibility to ensure that those reporting to them understand and comply with this statement and are given adequate training on the issues of modern slavery and human trafficking.

**This statement is made under section 54(1) of the Modern Slavery Act 2015. It constitutes the Group's Modern Slavery and Human Trafficking Statement for the financial year ending 31<sup>st</sup> March 2023.**

**SIGNED:** *Anthony Duerden*

**Group Chief Executive**

**DATE:** September 2023