

Modern Slavery Statement

OUR COMMITMENT

Oasis Group (London) Ltd is passionately committed to maintaining high standards throughout our dealings with employees, customers, and suppliers, conducting every aspect of our business with inclusivity, honesty, integrity and openness. This statement sets out the steps that Oasis Group (London) Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Oasis Group (London) Limited has a zero-tolerance approach to any form of modern slavery and human trafficking. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chains.

Oasis Group (London) Ltd regards itself as a safe, reliable and stable social care provider with an experienced leadership and management team offering value driven quality social care. We support individuals with a very wide range of issues including those with dementia, learning disabilities, autistic spectrum disorder, sensory impairment, or mental health problems in a range of settings Domiciliary, Supported Living and Extra Care settings in England.

Oasis Group (London) Limited implements its business strategy in an ethically, socially and environmentally responsible manner. We fully acknowledge our responsibility to respect human rights as set out in the International Bill of Human Rights. The IBHR informs all of our policies related to the rights and freedoms of every individual who works for us, either as a direct employee, agency worker or indirectly through our supply chain. We are also committed to implementing the United Nations Guiding Principles on Business and Human Rights throughout our operations. Respect for the dignity of the individual – and the importance of each individual's human rights – form the basis of the behaviours we expect in every workplace nationally.

We will not accept any form of discrimination, harassment or bullying and we require all of our managers to implement policies designed to increase equality of opportunity and inclusion for all employees including agency workers. We have also developed and implemented policies and processes which are intended to extend these commitments through our supply chain.

POLICIES

We have several internal policies to ensure that we are conducting business ethically and transparently. These include:

- **MODERN SLAVERY POLICY** and procedure which is reviewed on an annual basis.
- **WHISTLEBLOWING POLICY:** aimed principally at our employees but also available to others working in our supply chains which encourages staff to report any wrongdoing which extends to human rights violations like Modern Slavery. All reports will be fully investigated and appropriate remedial actions are taken and we will work closely with social care and health providers ensuring that our policies and procedures dovetail with local procedures and best practice. This includes escalation to line management in the first instance, or contacting police if we believe someone is in immediate danger. If required, we would seek advice from the UK Government Modern Slavery Helpline 0800 0121 700.
- **A ROBUST RECRUITMENT POLICY:** Our robust Recruitment practices always respect human rights by ensuring equal opportunities and fair treatment for all. All employees have agreed terms and conditions which accord with employment law and we have a commitment to pay our employees above national minimum wage regardless of age. We have a zero-tolerance approach to slavery, trafficking or forced labour. Our recruitment policy and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.
- **EMPLOYEE CODE OF CONDUCT:** consistent with any professional codes of conduct
- **AN ANTI-CORRUPTION AND BRIBERY POLICY.** It is our policy to promote our business being conducted in an honest and ethical manner. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships.

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SUPPLIERS

The main way of mitigating the risks posed by modern day slavery is to fully understand how, and on what we spend money, and the country of origin for each area of our supply chain. Our main areas of expenditure are currently:

- Recruitment
- Personal Protective Equipment (PPE)
- Property
- Marketing Analytics
- IT Support Services
- Financial services

We conduct due diligence on all suppliers before allowing them to become a preferred supplier. We include an online search to ensure that particular organisations have never been convicted of offences relating to modern slavery and we include our modern slavery policy as part of our contract with all suppliers. Suppliers are required to confirm that no part of their business operations contradicts this policy. As part of our contract with suppliers, they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their suppliers to account over modern slavery
3. For UK based suppliers, they pay their employees at least the national minimum wage/national living wage (as appropriate) and to ensure that within their supply chains, where UK based suppliers have overseas supply chains, that their employees' pay is consistent with their national minimum wage requirements, working conditions are safe and fair, there is no child labour and working hours are not excessive
4. We may terminate the contract at any time should any instances of modern slavery come to light

RISK ASSESSMENTS

We have conducted a risk assessment and will ensure that we will take further steps to ensure that we support the eradication of modern slavery, that our staff understand how to recognise modern slavery and the appropriate safeguarding reporting processes are followed should there be concerns within our supply chains, with customers or suppliers.

PERFORMANCE INDICATORS

We will know the effectiveness of the steps that we are taking to ensure that slavery is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies or local safeguarding teams to indicate that modern slavery practices have been identified

SAFEGUARDS

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring that no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our business. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. Oasis Group (London) Limited will accept and take seriously concerns communicated anonymously. However, retention of anonymity does render investigations and makes validation more difficult and can make the process less effective. Individuals are therefore encouraged to put their names to allegations. Any claims or allegations made which are found to be malicious or vexatious will result in disciplinary action being taken against the individual.

TRAINING

We have incorporated training on modern slavery into the induction programme for all new carers. The training aims to increase awareness on modern slavery and human trafficking, explaining how to identify

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if this type of abuse is happening and what to do if you think it may be taking place

Responsibility for this Statement

The ultimate responsibility for the prevention of modern slavery rests with the CEO Mr Emmanuel Kofi Amo for ensuring that this policy and its implementation complies with our legal and ethical obligations. Managers at all levels are responsible for ensuring that those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery.

Assessment of effectiveness in preventing Modern Slavery

We understand that modern slavery risk is not static, and will continue our approach to mitigating this risk. We will assess the risk via our internal auditing processes.

This statement is made according to section 54(1) of the Modern Slavery Act 2015 and constitutes the modern slavery and human trafficking statement of Oasis Group (London) Limited for the financial year ending April 2025

Emmanuel Kofi Amo has approved this statement on behalf of Oasis Group (London) Ltd.

Emmanuel Kofi Amo

February 11th 2025