



Modern Slavery Policy

MODERN SLAVERY ACT COMPLIANCE STATEMENT

This statement sets out Martine Staff (Guernsey) Ltd t/a Homecare Guernsey actions to understand all potential modern slavery risks relating to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chain. This statement relates to actions and activities during the financial year.

The organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Martine Staff (Guernsey) Ltd t/a Homecare Guernsey is committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking. We all have a responsibility to be alert of the risks, however small, in our business and in the wider supply chain.

Our Business

Martine Staff (Guernsey) Ltd t/a Homecare Guernsey are one of the leading providers of health and social care to clients in their own homes in the Channel Islands of Guernsey.

The organisation currently operates in the Islands of Guernsey.

We understand the importance of promoting and protecting our principles and rights at work. Our standards are designed to protect these rights throughout recruitment, selection and employment of our employees and all staff that we place on assignments with our clients.

Responsibility

Responsibility for the organisations anti-slavery initiatives is as follows:



Policies: We review our policies and procedures on a regular basis to ensure not only ongoing compliance to our standards but that our supply chain shares the same principles and commitment to the Modern Slavery Act.

Investigations/Due Diligence: All Martine Staff (Guernsey) Ltd t/a Homecare Guernsey employees and agency workers/candidates go through the Right to Work process to ensure all appropriate checks are carried out. This paperwork is audited regularly to ensure all remain compliant.

Martine Staff (Guernsey) Ltd t/a Homecare Guernsey operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

• **Whistleblowing policy**

The organisation encourages all its employees, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the organisation.

The organisations whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of retaliation.

• **Employee code of conduct**

Martine Staff (Guernsey) Ltd t/a Homecare Guernsey makes clear to all employees the actions and behaviours expected of them when representing the organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour.

Training

Martine Staff (Guernsey) Ltd t/a Homecare Guernsey requires all staff within the organisation to complete training on modern slavery. The organisations modern slavery training objective is to raise awareness on how to spot signs of slavery and human trafficking and what steps to take if slavery or human trafficking is suspected.



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This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the financial year ending 31 December 2025 and has been approved by the organisation's Directors.