

## Modern Slavery & Human Trafficking Statement

### Overview

Prime Life Ltd was established as a residential care provider in 1984. Prime Life works with private clients, local authorities, and NHS partners to deliver trusted nursing and residential care, for over 2000 clients across 56 care home sites. Prime Life is committed to providing high quality services to all clients whilst maintaining supportive workplaces for its employees.

### Statement

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps Prime Life has taken to ensure that modern day slavery and human trafficking is not taking place in any part of its company or the supply chains that support the business.

Prime Life has a zero tolerance towards modern slavery and human trafficking. Any identified concern regarding to modern slavery and human trafficking will be escalated as part of Prime Life's safeguarding process, working in conjunction with Local Authority partners, Care Quality Commission, and our partners in Health.

Prime Life has a series of policies and processes to prevent modern slavery and human trafficking, which include:

- Pre-employment checks as defined within both regulated services such as Care Quality Commission and best practice. (This includes checking an employee's UK address, right to work in the UK, references and any gaps in employment history.)
- Policies and systems to encourage the reporting of any concern and the protection of whistle-blowers including a dedicated, free, confidential Whistleblowing Alert Line.
- A Safeguarding Adults (And Children) Policy, which identifies and defines Modern Slavery and how Prime Life will react and deal with any identified safeguarding concern.
- Prime Life requires all staff to undertake the Care Certificate which includes Modern Slavery within Standard 10 Safeguarding Adults
- Further Safeguarding training is provided to all Prime Life employees during the remainder of their career with us.
- The products and services delivered to Prime Life's homes are sourced from a broad range of both local and national suppliers, managed by the company's dedicated management team.
- Prime Life undertakes all reasonable and practical steps to ensure that standards are being implemented throughout the business to ensure legislation is being complied with. Any instances of non-compliance will be assessed on a case-by-case basis with appropriate and proportional remedial action where required.

- Prime Life will only trade with those who fully comply with this statement or are taking verifiable steps towards full compliance.

### **Actions for 2025/26**

- Review existing supplier and contractor arrangements to include an evaluation of compliance with the Modern Slavery and Human Trafficking Act.
- Request all new suppliers and contractors to make a statement to Prime Life to confirm that they comply fully with the requirement of the Modern Slavery and Human Trafficking legislation irrespective of whether they are required to publish a statement.
- Continue to raise the profile of Modern Slavery and Human Trafficking to Prime Life staff.
- Ensure that overseas workers coming into the business are protected.

**Jay Hairsine**

Prime Life Chief Executive Officer

April 2025