



Anti-Slavery and Human Trafficking Statement

Version No. 05

Introduction

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Meallmore Limited and its subsidiary companies during its financial year ending 31 March 2021 to prevent modern slavery and human trafficking in our business and supply chains.

Meallmore Limited Subsidiary Companies

Airthrey Care Ltd	Crimond Care Ltd	Ganarn Ltd
Alderwood House Ltd	Culduthel Care Ltd	Grove Care Home Ltd
Antonine Care Ltd	Daviot Care Home Ltd	Hilton Development Properties Ltd
Auchtercrag Care Ltd	Daviot Care Ltd	Hilton Rehabilitation Ltd
Bayview Care Home Ltd	Doonfoot Care Ltd	Kincaid Care Ltd
Belleaire Care Ltd	Forthlands Care Ltd	Kinmylies Care Ltd
Kynnaire Care Ltd	Parklands Care Ltd	The Willows (Falkirk) Ltd
Levenbeach Care Ltd	Pitfodels Ltd	St Olaf Care Ltd
Meallmore (Development Properties) Ltd	Redwoods Care Ltd	St. Modans Care Home Ltd
Meallmore Ltd	Rhindsdale House Ltd	Mearns Care Ltd
Nevisbridge Ltd		

Our Organisation

Meallmore is a leading provider of nursing and residential care, with 26 homes across Scotland. We have been delivering excellent standards in care for over 30 years and specialise in caring for frail, elderly people with a wide range of medical conditions, including dementia. Several of our homes also specialise in providing mental health care.

Training

While we do not have a formal training program in place specifically focused on the Modern Slavery Act 2015, to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we ensure that all managers with procurement responsibilities are made aware of our Anti-Slavery and Human Trafficking Statement.

Our Approach

Our overall approach is governed by compliance with legislative and regulatory requirements and the maintenance and development of best practice in the fields of contracting and employment. We will:

- Review our approach and publish an annual statement outlining the steps we are taking to tackle modern slavery and human trafficking.
- Continue to ensure that our recruitment processes are highly mature, requiring practices that adhere to

safe recruitment principles. This includes strict requirements in respect of identity checks, work permits and criminal records.

Our Policies

We operate a few internal policies/procedures to ensure that we are conducting business in an ethical and transparent manner. These include:

- Recruitment policy - we continue to operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all Colleagues to safeguard against human trafficking or individuals being forced to work against their will.
- Whistleblowing policy - we continue to operate a whistleblowing policy so that all Colleagues know that they can raise concerns about how Colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Our Supply Chain

We have zero tolerance to slavery and human trafficking. Our Senior Management team take all reasonable steps to ensure all those in our supply chain and contractors comply with these values.

We expect our suppliers to adopt the same zero tolerance that we do to modern slavery. To ensure compliance with our standards all new central supply and service contracts we enter include an obligation on our suppliers to address and be responsible for eradicating modern slavery. In addition, our suppliers are expected to agree to adhere to our Anti-Slavery and Human Trafficking Statement and provide a copy of their policy to us.

The supply chains are largely based in the United Kingdom with some based in the Republic of Ireland.

Our Performance Indicators

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

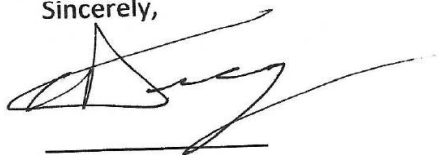
- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes Meallmore Ltd Anti-Slavery and Human Trafficking statement for the financial year ending 2020/21.

Approval

This statement has been formally approved by the Executive Team of Meallmore Ltd and signed on their behalf.

Sincerely,



Cillian Hennessey
Commercial Director