

## **Modern Slavery and Human Trafficking Statement**

This statement is made in relation to the Modern Slavery Act 2015 and sets out the steps that Court Cavendish, 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 and compulsory labour, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. Court Cavendish has a zero-tolerance approach to any form of modern slavery.

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 chain.

### **Our Business**

Court Cavendish has been involved in demographically driven health and social care operations since 1989. In 2018, it widened its activities to investing in UK healthcare real estate and global technology enabled companies in healthcare, environment, financial services and other emerging social trends.

### **Our policies**

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

- Ethical Procurement Procedure - this procedure sets out the organisation's expectations that both Colleagues and suppliers have a natural respect for our ethical standards in the context of their own culture and that relationship with our suppliers are always based on the principle of fair and honest dealings.
- Recruitment Procedures - we continue to operate robust recruitment procedures, 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 Procedure - 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 Chains**

We expect our suppliers to adopt the same zero tolerance that we do to modern slavery. To ensure compliance with our standards all new supply and service contracts include an obligation on our suppliers to address and be responsible for eradicating modern slavery.

### **Governance**

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 HC-One Slavery and Human Trafficking statement for the financial year ending 28 February 2022. It has been approved by the Board of Directors, who will review and update it annually.