

Modern Slavery Statement

Our Commitment

At Crown Care Group, we put quality at the heart of everything we do for our residents, families and teams. Our commitment to treating people with dignity, respect and compassion extends to everyone who works for us, with us, or within our supply chains.

Our values of Care with Purpose, Respect & Dignity, Integrity, Excellence, Teamwork & Partnerships, Responsibility, and Wellbeing & Joy guide the way we operate. Modern slavery, human trafficking, forced labour and exploitation are fundamentally incompatible with these values.

We are committed to acting ethically and responsibly and to taking appropriate steps to reduce the risk of modern slavery and human trafficking within our organisation and supply chains.

Our Organisation

Crown Care Group is a family-run provider of residential, nursing and dementia care, operating 24 care homes across the UK.

Our vision is to be one of the most respected and trusted care providers in the independent healthcare sector, creating homes where residents can enjoy meaningful and purposeful lives with independence, dignity, respect and compassion.

Our people are central to achieving this. We are committed to investing in our colleagues, their skills, knowledge, wellbeing and professional development, while providing safe and supportive environments in which people can thrive.

Our People and Recruitment

We recognise that responsible recruitment and employment practices play an important role in reducing the risk of modern slavery and labour exploitation.

Our recruitment processes include appropriate pre-employment checks, including identity and right-to-work checks, to ensure that individuals are legally entitled to work in the UK.

Crown Care Group does not currently undertake international recruitment or sponsor new employees from overseas.

Where agency workers are used, appropriate pre-employment and right-to-work requirements apply.

We do not tolerate forced labour, human trafficking, coercion or any other form of exploitation within our organisation.

Our Supply Chains

Our supply chains support the day-to-day operation of our care homes and include providers of goods and services such as:

- Recruitment and agency staffing
- Food and catering supplies
- Medical and clinical supplies
- Cleaning and hygiene products
- Laundry and linen services
- Uniforms and personal protective equipment (PPE)
- Maintenance and facilities services
- Construction and refurbishment
- Utilities and waste management
- IT and communications
- Professional and other contracted services

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We recognise that modern slavery risks can exist within supply chains, particularly where labour is provided through third parties or where goods and services involve complex supply arrangements.

We expect suppliers, contractors, recruitment agencies and other organisations working with Crown Care Group to operate responsibly and ethically and to comply with applicable employment and modern slavery legislation.

Any concerns regarding labour practices or potential exploitation will be taken seriously and considered appropriately.

Safeguarding and Speaking Up

Creating safe and supportive environments is central to the way we operate.

Crown Care Group encourages colleagues to raise concerns about suspected wrongdoing, unsafe practices, exploitation or unethical behaviour through the appropriate internal management channels.

Concerns raised in good faith will be treated seriously and sensitively and considered in accordance with the relevant Crown Care Group procedures.

Awareness and Continuous Improvement

We recognise that preventing modern slavery requires ongoing awareness and review.

Crown Care Group continues to consider modern slavery risks as part of its wider approach to responsible recruitment, safeguarding and ethical employment practices.

As part of our commitment to continuous improvement, we will consider opportunities to strengthen awareness of modern slavery and human trafficking and review our approach to recruitment agencies, suppliers and contractors where appropriate.

We will continue to review our approach in response to changes in legislation, government guidance and recognised good practice within health and social care.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and sets out Crown Care Group's approach to preventing modern slavery and human trafficking within our organisation and supply chains for the financial year 1 November 2025 to 31 October 2026.

This statement will be reviewed annually as part of our commitment to continually reviewing and developing our approach to preventing modern slavery and human trafficking.

M Ladhar, Group Director, Crown Care Group

1 January 2026