

## Modern Slavery Act Statement

**Real People Ltd**

**Financial Year: 2025/26**

### Introduction

Real People Ltd is committed to preventing human trafficking and modern slavery in all aspects of our business and supply chains. As a regulated care provider, we recognise our responsibility to ensure that our employees, suppliers and partners uphold the highest ethical standards in preventing exploitation. This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and outlines our commitment and actions to combat human trafficking.

### Our responsibilities

We are committed to ensuring that human trafficking has no place within our organisation or supply chain. Our key responsibilities include:

- **Raising Awareness:** We educate our staff, clients and suppliers about the risks of human trafficking and modern slavery.
- **Training:** We provide training to employees, particularly those in leadership roles involved in recruitment and procurement, to identify and report potential cases of exploitation.
- **Policies and Procedures:** We ensure all and any applicable policies meet the requirements of human trafficking legislation, including a whistleblowing policy that allows employees and partners to report concerns confidentially.
- **Vetting and Recruitment:** We ensure rigorous pre-employment checks, including right to work verification, to prevent forced or coerced labour.

### Our supply chain

As a regulated care provider, we work with a range of suppliers and partners, including recruitment agencies, medical equipment providers and third-party service providers. We take the following steps to assess and mitigate risk within our supply chain:

- **Risk Assessments:** We work with established suppliers who are members of the NHS supply chain. Where non-framework providers are used, risk assessments are conducted.

- **Supplier Code of Conduct:** We require all suppliers to adhere to our ethical standards and confirm their compliance with the Modern Slavery Act 2015.
- **Due Diligence:** We conduct due diligence on new suppliers, ensuring they have adequate policies in place to prevent human trafficking and modern slavery.
- **Ongoing Monitoring:** We regularly review and assess our suppliers to ensure continued compliance with our ethical expectations.

### Reporting and escalation

We encourage all employees, clients and business partners to report any concerns related to human trafficking or modern slavery. Reports can be made through our confidential whistleblowing procedure.

### Commitment to continuous improvement

We are committed to continuously improving our policies and practices to combat human trafficking. We will review this statement annually and update our approach as necessary to strengthen our efforts against exploitation.