

Modern Slavery and Human Trafficking Statement 2023

Introduction

This statement is made in accordance with Part 6 Section 54 (1) of the Modern Slavery Act 2015 and constitutes Parasol Homes Limited's (Parasol) modern slavery statement.

Parasol operates a zero-tolerance policy towards slavery and human trafficking and will take steps to prevent it occurring in our supply chains or in any part of our business. This statement has the support and approval of our Board. Managers and staff are expected to report any reasonable suspicion that slavery and human trafficking is taking place.

About Parasol

Parasol Homes Limited is a registered provider of social housing, specialising in supported housing, and is extremely proud to provide vulnerable adults with safe and secure homes of their own with innovative and responsive care and support services. This enables our customers to sustain their tenancies and lead independent and fulfilling lives. Our provision includes intensive housing management services, housing with care and move on accommodation.

Our values

Our values are:

- Open and Trustworthy
- Respectful
- People-Centred
- Passionate

Policies & Procedures

Parasol's policies reflect our commitment to acting ethically in our business relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place in our supply chains. We have a number of policies in place that contribute to ensuring modern slavery does not occur within our organisation, and we review these on a regular basis:

- Safeguarding Adults and Children in Adult Settings Policies
- Whistleblowing Policy
- Equality & Diversity Policy
- Anti-bribery Policy
- Recruitment Policy
- Code of Conduct
- Bullying and Harassment Policy
- Health & Safety Policy
- Conflicts of Interest Policy

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Our Supply Chains

Many of our contracts are with public sector organisations. Other than in very rare circumstances, Parasol sources all of its goods and services from UK based suppliers.

Parasol have put in place appropriate governance to effectively support this statement. Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our organisation and supply chains. However, despite this low risk, we are committed to undertaking regular audits and risk assessments, both internally and within our supply chain, to ensure that we promptly mitigate any identified risks or concerns.

Employees

Parasol also recognises the potential for slavery and human trafficking to affect employees working within its business. To make sure its employees are not subject to undue influence and are treated with dignity and respect, Parasol has robust HR policies and procedures in place across all its operations. These are regularly audited to ensure compliance with employment legislation and prevent unethical working practices.

Parasol's employees all have access to a free comprehensive 24-hour employee assistance service offering guidance and counselling in relation to both their work activity and personal life. This service is completely independent and allows employees to discuss concerns in a confidential manner.

Review

We maintain regular communication with our staff on the issues around slavery and human trafficking to maintain awareness and will incorporate, where appropriate, issues relating to slavery and human trafficking when we update policies and procedures.

This policy is reviewed annually and is widely communicated to our stakeholders and to the public via our website.

Approved by the Board of Parasol Homes on 01 February 2024



Director's signature:

Director's name: Anthony Jenkins

Date: 7th March 2024

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