

MODERN SLAVERY ACT

Modern Slavery Act Introduction

This Modern Slavery and Human Trafficking Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes TESAM CARE's Slavery and human trafficking statement for the financial year end 2021/2022.

The statement sets down TESAM CARE commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business.

We all have a duty to be alert to risks, however small. Staff are expected to report their concerns, and management to act upon them. Modern slavery is a crime and a violation of our fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking.

Here at TESAM CARE, we have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships to ensure modern slavery is not taking place anywhere in our business. Training is offered to ensure a high level of understanding of the risks of modern slavery and human.

Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management, by way of Whistleblowing and anti-slavery/bribery policies.

As part of this, our staff are encouraged to discuss any concerns that they have. Training is perpetually evolving to meet our customers and t

Policies

TESAM CARE is committed to ensuring that there is no modern slavery or human trafficking in our business. This Statement affirms its intention to act ethically in our business relationships.

Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place in our agency.

Risk Assessments

TESAM CARE carries out risk assessment, which includes a review of its company policies and existing risk management tools. We also conduct internal audits in the company to ensure compliance and ensure any risks are assessed and mitigated.

Equal Opportunities and Safeguarding | Whistleblowing Policy

TESAM CARE encourages all its employees and workers to report any concerns related to the direct activities or the supply chains of the Organisation. The Organisation's Speak Up (Whistleblowing) Policy is designed to make it easy for workers to make disclosures, without fear of retaliation. The policy encourages people to raise concerns directly with their Line Manager or the HR Department, or any member of the senior management.

TESAM CARE encourages anyone, including colleagues, suppliers, candidates and clients, to report any issue or concerns about potential unethical business practices, such as fraud, bribery, slavery or human trafficking and will work with the local authorities to ensure such concerns are investigated properly and dealt with efficiently and effectively.

Our staff are encouraged to bring any concerns they have to the attention of management. Performance indicators

TESAM CARE uses key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business and that compliance is met. This includes using a tiering system model that is used to score and tier Candidates based on passing a set of metrics.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary.

TESAM CARE Managing Director endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Rashidah Kayuluhanga

Registered Manager

TESAM CARE

Date: 07/November/ 2025