



Anti-Slavery Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the approach taken by Crystal Care Solutions Ltd to recognise all potential modern slavery risks related to our business. The Act requires businesses to outline the actions they have taken during the financial year to ensure modern slavery is not taking place in their operations and supply chains, whilst we are not subject to the Act we still operate a zero tolerance approach to it and as such feel it pertinent to produce an Anti-Slavery Statement. The actions assumed to mitigate any such risks during the financial year ended 31st March 2018.

Crystal Care Solutions Ltd. is a specialist, independent social care organization, we operate a number of residential and supported living units nationwide. Crystal Care Solutions Ltd has up to 120 employees within the Midlands and North West England and Wales with our head office situated in Cheshire. Our supply chain consists of government bodies and local authorities, national children's services, general domestic utilities suppliers and office suppliers.

Crystal Care Solutions is committed to delivering high standards of care to young people and young adults and an important element of this is managing the company in a socially responsible way. We aim to employ the uppermost ethical and professional standards and always to comply with all regulations applicable to our business. It therefore follows that Crystal Care Solutions Ltd is categorically dedicated to preventing slavery and human trafficking in our activities and within our supply chains. Crystal Care Solutions Ltd also expects the same high standards which we set for ourselves from those parties with whom we engage.

All employees and contractors are subject to safer recruitment checks and balances in order to ensure the safety and wellbeing of the young people and young adults in our care, as such our rigours recruitment process we submit that any breaches of the aforementioned statute would be highly unlikely and should any become apparent, whether founded on or not, would be investigated and acted on immediately. All employees, due to the nature of the business are naturally aware and conscious of the risks of modern slavery and receive training at a senior level as a minimum and further where necessary.

Due to the nature of our business and our approach to governance and rigours checks of both employees and contractors, we judge that there is very low risk of slavery and human trafficking within our business and supply chains. However we aim to periodically review the effectiveness of the relevant policies and procedures that we have in place. We do not have key performance indicators in relation to slavery or human trafficking as any instance would be expected to be a breach of law at the first instance. Should any breaches become apparent a full review of all current policies and procedures would follow however at present we feel a proactive approach is taken and sufficient safeguards are in place.

This statement is approved by the Board and signed on its behalf by:

J O'Leary
Managing Director