

## **Modern Slavery Statement**

### **Keys Group Limited**

This statement is published in accordance with the Modern Slavery Act 2015. It sets out the steps that Keys Group Limited and each of its subsidiaries (together "**Keys Group**") has taken to ensure that slavery and human trafficking is not taking place in any part of our business or our supply chains.

#### ***Business and Supply Chain Overview***

Keys Group have offices in Halesowen, Liverpool, Bristol, Tiverton and Rawtenstall in England and Wrexham in Wales. The head office is based at Maybrook House, Queensway, Halesowen, West Midlands. Keys Group services are provided through residential and education facilities. Staff for these services are primarily recruited through the recruitment team in Halesowen where all checks are processed.

Temporary staff may be sourced through recruitment agencies who are responsible for the necessary checks for staff that they provide. However, we take our responsibilities seriously and communicate our expectations to any agency we use.

#### ***Standards***

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business and we are committed to acting ethically and with integrity.

We do this by:

- Building open and transparent relationships with our partners and make our professional expectations clear.
- We have a whistleblowing policy and encourage concerns to be raised by employees, offering protection for those who do raise concerns.
- Slavery and human trafficking have no place in our organisation and we expect our partners to agree to our standards.

Our ongoing commitment will see us develop our policies further in the coming year in the following areas:

- Request our suppliers to have a suitable statement that mirrors the Keys Group.
- Raise awareness and understanding the risks of modern slavery and human trafficking in our business.

#### ***Professional Conduct***

We have a clear standard expected from our staff and managers to ensure a culture of mutual trust and cooperation.

Our company policies assist us in communicating our expectations, in particular our Whistleblowing policy and Equal Opportunities policy.



This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Keys Group's slavery and human trafficking statement for the financial year ending 31 March 2019.

A handwritten signature in black ink, appearing to be "D. M.", written over a horizontal dotted line.

Director

For and on behalf of Keys Group Limited and each of its subsidiary companies

Date: 23 APRIL 2018