

Modern slavery statement

Transforming plc is a public limited company registered in England and Wales with registration number: 13433787. The registered office is situated at Unit 13, Freeland Park, Wareham Road, Poole, Dorset, United Kingdom, BH16 6FH. Unless we say otherwise, we use the terms "Transforming", "we", "our" and "us" to refer to Transforming plc throughout our website.

Transforming makes this statement to comply with s.54(6) of the Modern Slavery Act 2015 on behalf of itself and all its Group companies, including Transforming Support, Ascend Support and Transforming Business Services (collectively referred to as 'Transforming' in this statement).

Transforming's position on modern slavery

Transforming is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour. Transforming is committed to promoting ethical and lawful employment and supply chain practices. These practices are also required to be followed by our suppliers, sub-contractors and business partners worldwide.

Transforming will not tolerate slavery, servitude, forced or compulsory labour in the manufacture of products we use or sell and will not accept products or services from suppliers who employ or utilise slavery, servitude, forced or compulsory labour in any manner.

In order to detail our responsibilities, Transforming has in place a Human Trafficking Policy which sets out the obligations on Transforming colleagues, management and our supply chains to ensure that slavery and human trafficking does not occur.

Our mission statement and values

Above all else, Transforming is committed to the care and improvement of human life.

In pursuit of this mission, we act with absolute honesty, integrity and fairness in the way we conduct our business, and we pledge to treat our colleagues, our customers and our employees with loyalty, respect and dignity. We make these commitments in our Code of Conduct which is provided to all Transforming employees and is available via our website. The Code of Conduct provides guidance to ensure that everything we do is done in an ethical and legal manner and emphasises the shared common values and culture that guide our actions. It also contains resources to help resolve questions about appropriate conduct in the workplace.

Transforming's relationship with our supply chain

Transforming - including our contracting and supply chain arm, Transforming Business Services – requires our suppliers to support our mission, and our core values of honesty, integrity and fairness. Our zero-tolerance approach to modern slavery extends to our suppliers too. This is absolutely critical to fulfilling our mission and maintaining a healthy work environment.

Our due diligence processes seeks confirmation from the supplier that they are compliant with the Modern Slavery Act 2015 (where that supplier has an annual turnover in excess of £36 million).

Policies

In order to detail our responsibilities in respect of modern slavery, Transforming has in place a Human Trafficking Policy which sets out the obligations on colleagues, management and our supply chains to ensure that slavery and human trafficking does not occur. This is one of a number of policies in place to embed our Ethics & Compliance Programme. Adherence to these policies helps us to ensure that we are conducting business in an ethical and transparent manner. The other policies which cover Modern Slavery include, but are not limited to:

- Transforming Code of Conduct
- Speaking Up Policy
- Human Trafficking Policy
- Safeguarding Policy

Our focus for the next 12 months

To reflect the increased focus on this topic in legislation and society, we continue to focus on modern slavery in our internal training, including how to report concerns to our Speak Up Guardian or to external authorities. Our training in this area includes increasing awareness of the practical signs of modern slavery and indentured employment which may be visible in care setting.

We will carry out selected audits of our suppliers to ensure that we can be confident to endorse our supply chain. If concerns are identified during these audits, we will endeavour to work with the supplier to improve their practice and if we do not consider this to be successful, we will review future use of that supplier.

All our efforts will demonstrate our responsibility as a health and social care provider to share and promote best practice in all areas associated with physical and emotional well-being.

Responsibility for this statement

At Transforming, we believe in setting the tone from the top. Responsibility for the prevention of modern slavery rests with the Company's leadership who have overall responsibility for this statement and for ensuring that policy, internal systems and controls are kept under regular observation to ensure that there is no gap between what we say we will do and what we actually do. In this spirit, this statement is approved by the Board of Transforming, and is signed by a board director.

A handwritten signature in black ink, appearing to read 'W Richards', written in a cursive style.

Warren Richards on behalf of Transforming