



**MALHOTRA**

MALHOTRA GROUP PLC

Property | Care | Leisure

# Modern Slavery Statement



## Modern Slavery Statement

This statement, being our latest revision and further commitment to prevent modern slavery applies to the financial year 1 April 2023 - 31 March 2024.

### Introduction from the Board

Malhotra Group PLC (the “**Group**”) fully support the objective of eradicating modern slavery and human trafficking.

This statement is made in relation to the Modern Slavery Act 2015 (the “**Act**”) and sets out the steps that the Group has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced and compulsory labour, all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain. The Group has a zero-tolerance approach to any form of slavery, modern or otherwise.

We are committed to acting ethically and with integrity and transparency in all our business dealings. We are dedicated to putting effective systems and controls in place to safeguard against modern slavery taking place within our business or supply chain.

### About Malhotra Group PLC

Since 1991, the Group has grown and diversified from a small family business into a large organisation spanning a number of different industry sectors.

Based in the North East of England, the Group runs a successful healthcare division for the provision of adult social care and other acute specialist care needs. We also hold a substantial property portfolio consisting of both commercial and residential property. We are actively involved in large scale property redevelopment with a specialism in restoring and regenerating listed properties. The Group also have a successful leisure division incorporating award winning restaurants, bars and hotels.

We believe business growth and prosperity can come by bringing together true corporate ethics with recognisable family values.

### Our policies on Slavery and Human Trafficking

Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships, helping to ensure that slavery and human trafficking is not taking place anywhere in our business. We require all those in our supply chain to comply with this approach and we will not engage with companies that do not share our ethics.

We have incorporated our responsibilities in relation to slavery and human trafficking as set out in the Act, within our Company policies. Key policies such as our *Recruitment Policy* and *Whistleblowing Policy* reflect our zero-tolerance approach to slavery and human trafficking within our company and supply chain. Our policies are reviewed at least annually to ensure that they remain legally compliant and adopt best practice.



## **Due diligence**

We carry out due diligence on all new suppliers before allowing them to supply goods or services to our business.

We will terminate a contract and cease using a supplier should any instances of modern slavery come to light.

Where instances of modern slavery are suspected, we will assess any evidence of non-compliance and will take appropriate action against any supplier that does not provide adequate assurance that they comply with the provisions of the Act.

## **Enhanced Compliance Checks**

We recognise that certain elements of our business are at a greater risk of being exposed to modern slavery and human trafficking for instance overseas recruitment for roles on the shortage occupation list (e.g., Nurses or Senior Care Assistants).

As a result of these increased risks, the Group are committed to ensure that any recruitment agencies are subject to enhanced checks to ensure they are compliant with the Act. Recruitment agencies will be asked to detail their recruitment methods and provide an in-depth mapping of their supply chain. They will also be required to demonstrate and evidence that they are undertaking a best practice approach to prevent modern slavery and human trafficking.

If we recruit any employees from abroad, we will only use agencies approved on the NHS ethical recruiters list <https://www.nhsemployers.org/articles/ethical-recruiters-list>. We will only recruit ethically in accordance with the recommendations of the World Health Organisation (WHO).

## **Risk assessment**

We recognise that certain suppliers may also require enhanced compliance checks, we therefore carry out an annual review of our existing supplier list to determine whether any suppliers carry a greater degree of risk due to the type of goods or services they provide or due to their geographical location.

Where a greater risk is identified, the relevant supplier will be asked to comply with our enhanced compliance checks.

## **Key performance indicators**

During this financial year, we have not identified any concerns that slavery and/or human trafficking may be taking place within our business or supply chain.

## **Approval**

This statement was approved by Malhotra Group PLC Board on \_\_26/02/2024\_\_.



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**Meenu Malhotra**



**Chairman  
Malhotra Group PLC**

