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**Modern Slavery Statement**

This statement applies to RC Solutions Pitch Care Ltd (‘RC’). The information included in the statement refers to the financial year 2023-24.

**Organisation Structure**

RC employees work mostly remotely across various sites in the North West.

* Registered Address: 7 Ponker Nook Lane, Skelmanthorpe, Huddersfield, United Kingdom, HD8 9AJ
* Head office: 11 Retiro Street, Oldham, OL1 1SA

RC is run by a Board of Directors and its Management Team. The aim of RC’s work is to provide grounds maintenance and horticultural service to clients with the public and private sector on a commercial basis. Most of RC’s work is carried out within the Boroughs of Greater Manchester and Lancashire by our own employees, including apprentices.

**Definitions**

“When an individual is exploited by others, for personal or commercial gain. Whether tricked, coerced, or forced, they lose their freedom.” Anti-Slavery International (2023).

RC considers that modern slavery encompasses:

• Being held in slavery or servitude

• human trafficking

• forced work, through mental or physical threat

• being owned or controlled by an employer through mental or physical abuse or the threat of abuse

• being dehumanised, treated as a commodity or being bought or sold as property

• being physically constrained or to have restriction placed on freedom of movement.

**Commitment**

RC acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. RC understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

RC does not enter into business with any other organisation which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. No labour provided to RC in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. RC’s processes ensure that prospective employees are legally entitled to work in the UK and safeguards employees from any abuse or coercion. RC strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation and in many cases exceeds those minimums in relation to its employees.

**Supply chains**

In order to fulfil its activities, the main supply chains of RC include those related to waste management services. These are used on an irregular basis and present low risk.

**Our policies in relation to the Modern Slavery Act 2015**

RC endeavours to raise awareness among all employees of the identification, prevention and

eradication of modern slavery and human trafficking, and has policies and procedures in place to ensure that they can do so.

The following policies are available to all staff via RC’s IT network in a folder on RC’s SharePoint:

• Code of Conduct

• Whistleblowing Policy

• Anti-bullying, Harassment and Discrimination Policy

• Equality, Diversity and Inclusion Policy

• Recruitment and Retention Policy

**Potential exposure**

In general, RC considers its exposure to slavery/human trafficking to be low. Nonetheless, it takes steps to ensure that such practices do not take place in its organisation, nor the business of any organisation that supplies properties or services to it.

**Due Diligence**

RC carries out due diligence processes in relation to ensuring modern slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers and requesting suppliers confirm their compliance with the Act. RC has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery. In accordance with section 54(4) of the Modern Slavery Act 2015, RC takes the following steps to ensure that modern slavery is not taking place:

• due diligence when working with subcontractors

• due diligence of suppliers/potential suppliers of goods

• due diligence in recruitment

• due diligence regarding TUPE

• protect those who wish to raise concerns in confidence.

**Embedding the principles**

RC will undertake the following activities during 2023-24:

• make staff aware of the Modern Slavery Act 2015 and inform them of the appropriate action

to take if they suspect a case of slavery or human trafficking

• ensure that consideration of modern slavery risks and prevention are added to RC’s policy

review process as an employer and provider of services

• continuing to take action to embed a zero-tolerance policy towards modern slavery

concerns.

Any concerns regarding modern slavery and/or human trafficking can be addressed to Richard Clarkson, Managing Director, who will then undertake relevant action with regard to RC’s obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

**Signed:**

Richard Clarkson

Managing Director

**Policy Name:** Modern Slavery Statement

**Lead Officers:** Richard Clarkson, Managing Director

Compliant with relevant legislation The Care Act 2014 and best practice Modern Slavery Act 2015

**Date approved by Board:** 29th February 2024

**Review Date:** 1st March 2025

**File Location:** Staff Policies folder on Sharepoint