



EC-116 Modern Slavery Statement

Elevate Care International (ECI) and its related entities, brands or subsidiaries do not permit the use of indentured, slave, bonded or other forced involuntary labor. This policy outlines our commitment to ensuring that our business activities are free from any form of slavery, servitude, forced labor, or human trafficking. We are dedicated to upholding the principles of ethical conduct, social responsibility, and respect for human rights.

Policy Statement:

1. Commitment:

- Elevate Care International is committed to conducting its business activities ethically and with respect for human rights. We oppose modern slavery and human trafficking in all its forms.

2. Scope:

- This policy applies to all employees associated with Elevate Care International (ECI) and its affiliated brands (Comfort Keepers, Prestige Nursing and Care, The Good Care Group, Oxford Aunts, Prima Assistanse, Pirma Omsorg, Abri Dialogue, Hjemme Hjælpen). We expect our suppliers to share our commitment to eradicating modern slavery and human trafficking.

3. Risk Assessment:

- We will regularly assess the risks of modern slavery and human trafficking within our operations and supply chain. This includes evaluating the potential risks associated with geographical locations, industry sectors, and specific suppliers.

4. Supplier Code of Conduct:

- Elevate Care International's Supplier Code of Conduct sets forth expectations of suppliers, vendors, contractors, and others with whom Elevate Care International conducts business with respect to sound and responsible ethical, social, and environmental practices. Elevate Care International recognizes that Suppliers operate in different legal and cultural environments throughout the world but shall not use indentured, slave, bonded or other forced involuntary labor.

5. Training:

- We will provide training to employees and relevant parties to ensure awareness and understanding of the risks and indicators of modern slavery and human trafficking. This training will empower individuals to identify and report any suspicious activities.

6. Speak-up or Whistleblowing:

- We will maintain a confidential reporting mechanism to allow employees, suppliers, and other stakeholders to report concerns related to modern slavery and human trafficking without fear of retaliation.





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7. Investigation and Reporting:

- In the event of any suspected or reported instances of modern slavery or human trafficking, we will conduct thorough investigations and take appropriate remedial actions. We will also report such incidents to the relevant authorities as required by law.

8. Continuous Improvement:

- We are committed to continually improving our practices to prevent modern slavery and human trafficking. This includes reviewing and updating this policy regularly and staying informed about best practices in this area.

9. Communication:

- We will communicate this policy to all employees, suppliers, and other relevant stakeholders, emphasizing the importance of their role in preventing modern slavery and human trafficking.

10. Compliance:

- Compliance with this policy is a condition of engagement for employees, contractors, and suppliers. Non-compliance may result in termination of contracts or employment.

Elevate Care International is dedicated to fostering a culture of transparency, responsibility, and ethical conduct. We believe that through collective efforts, we can contribute to the elimination of modern slavery and human trafficking.

ECI CEO: Natalie Black

Signature: Natalie Black

