

Modern Slavery Act 2015 and actions by OSKA Care Ltd to ensure there is no modern slavery or trafficking in our supply chains

At OSKA we review our practices across our business and supply chain as well as employees and contractors on a regular basis. We are committed to ensuring our supply chains and business activities are free from ethical and labor standard abuse and we will continue to do this on an ongoing basis.

OSKA has an ethical responsibility to employees, customers and business partners and we strive for high business ethics on all levels. Our commitment is to support companies that share our core values.

The OSKA management team monitors the operations and internal processes to ensure they comply with the ethical guidelines.

As part of our risk management process, we have carried out a risk assessment which included all, suppliers of work, which involve a high level of labor and where suppliers operate outside of the UK where employment practices may be weaker. We are reviewing the responses and identified risk areas so that we can review those relationships in more detail. This is an ongoing exercise. We will carry out risk assessments for new suppliers to consider the likelihood of unsatisfactory practices.

OSKA is committed to our sustainability as well as our ethical behavior across the organisation and the supply chain. This work comprises of a number of elements, which are supported by our Compliance and Risk teams and HR team leaders.

To ensure a high level of understanding, we have in place training and development in order to comply with regulations in the UK. Our employees are trained with on-line training tools, quiz to test knowledge and certificate of compliance once completed

We have in place Compliance and Regulatory team that complete checks with our supply chain and contractors on a regular basis

We have an HR team place who review all documentation for new joiner's and Right to Work documentation in the United Kingdom. We complete an induction process, which line managers implement.

We pay all our employees above the Living Wage.

HR and the Compliance and Risk teams advise on ethical approaches to the board in order to highlight risk areas.

OSKA have actively taken action to promote ethical business practices and raise awareness of policies that protect workers from being abused and exploited in our organisation and global supply chains. Due diligence processes and reporting are essential management tools that we have in place to improve risk identification and long-term social and environmental impacts.

We are also responsible for putting in place additional policies and practices that as a result have ensured our workers are not subjected to modern slavery in our business. We have a Whistleblowing policy so all individuals across our business can raise concerns about inappropriate activity with us directly.

We intend to take further steps to identify, assess and monitor potential risk areas in terms of modern slavery and human trafficking, particularly in our supply chains.

This statement will be reviewed in April on an annual basis and will be available for re-submission to any of our partners on request.

A handwritten signature in black ink, appearing to be 'Alistair Wickland', written in a cursive style.

Alistair Wickland Director

April 2026

OSKA Care Limited

