



Meallmore Ltd
Making Care Mean More

Modern Slavery Statement

Version No. 09

Introduction

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Meallmore Limited (hereinafter referred to as “Meallmore”) and its subsidiary companies during its financial year ending 31 March 2025 to ensure that modern slavery and/or human trafficking is not taking place in our business and/or supply chains.

Modern slavery is comprised of slavery, servitude, forced or compulsory labour, and human trafficking. All of which deprive a person of their liberty by another as a means to exploit them for commercial and/or personal gain. Meallmore maintains a zero-tolerance attitude towards any form of modern slavery.

Meallmore maintains its commitment to acting ethically, with integrity and transparency in business dealings, as well as, ensuring effective systems and controls are in place to safeguard against all forms of modern slavery both internally and externally through our supply chains.

Meallmore Limited Subsidiary Companies

Airthrey Care Ltd	Doonfoot Care Ltd	Mearns Care Ltd
Alderwood House Ltd	Forthlands Care Ltd	Nevisbridge Ltd
Antonine Care Ltd	Ganarn Ltd	Parklands Care Ltd
Auchtercrag Care Ltd	Grove Care Home Ltd	Pitfodels Ltd
Bayview Care Home Ltd	Hilton Rehabilitation Ltd	Redwoods Care Ltd
Belleaire Care Ltd	Kelvinside Homes Ltd	Rhindsdale House Ltd
Crimond Care Ltd	Kincaid Care Ltd	St. Modans Care Home Ltd
Culduthel Care Ltd	Kinmylies Care Ltd	St Olaf Care Ltd
Daviot Care Ltd	Kynnaire Care Ltd	The Willows (Falkirk) Ltd
Meallmore Services Ltd	Levenbeach Care Ltd	

Our Organisation

Meallmore has over 30 years of experience providing quality care throughout our numerous homes across Scotland, making us one of Scotland’s most trusted care providers for the elderly and adults with specialist needs. We understand that every individual is unique and deserves to be treated with respect and dignity through care that is tailored to meet their specific needs.

Our core mission is to provide exceptional care for our residents and to ensure that our care homes are not only great places to live but also great places to work. At the heart of everything Meallmore does are its core values, embodying the “We Care More” model, which inspires trust and a sense of security amongst those who choose to live and work at Meallmore.

At Meallmore, we are dedicated to creating a warm and compassionate environment for residents and colleagues alike.

Our Approach

Our overall approach is governed by compliance and development of best practices in the health and social care industry. Our key objective is to minimise the risk of modern slavery and human trafficking in our organisation and our supply chains. We do this by regularly monitoring and reviewing our policies and procedures.

Our Policies

We have several internal policies/procedures that ensure that we are conducting business in an ethical and transparent manner. These include:

- Recruitment policy - we continue to operate a robust recruitment policy, including an international recruitment element that contains a process working with experts in the field. This policy outlines eligibility to work in the UK checks for all Colleagues to safeguard against human trafficking or individuals being forced to work against their will.
- Whistleblowing policy - we continue to operate a whistleblowing policy so that all Colleagues know that they can raise concerns about how Colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- Whistleblowing - we have partnered with the AAB as an independent external whistleblowing service available 24 hours a day, 365 days a year. It allows our Colleagues to report matters externally in a safe, secure, and confidential manner, without fear of reprisal, in those instances where they may not feel comfortable reporting them internally.
- Training - to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are members of SAMs (Scotland Against Modern Slavery) and attend regular training and information sessions. This allows us to ensure we stay up to date with legislation and the current landscape so that all managers with procurement responsibilities are made aware of our Modern Slavery Statement.

Our Supply Chain

We have zero tolerance to modern slavery and/or human trafficking and take all reasonable steps to ensure those in our supply chain and contractors comply with these values.

We expect our suppliers to adopt the same zero tolerance that we do regarding modern slavery. To ensure compliance with our standards all new central supply and service contracts we enter include an obligation on our suppliers to address and be responsible for eradicating modern slavery. In addition, our suppliers are expected to agree to adhere to our Modern Slavery Statement and provide a copy of their policy to us.

The supply chains are largely based in the United Kingdom with some based in the Republic of Ireland.

Should any instances of modern slavery come to light, we may terminate the contract with immediate effect.

Our Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that modern slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes Meallmore Ltd Anti-Slavery and Human Trafficking statement for the financial year ending 2024/25.

Our Focus for 2024/2025

- Continued to expand our newly formed Environmental, Social, Governance (ESG) Committee so that we can stay aligned with ongoing developments in these areas, in an effort to maintain our business with integrity.
- Implemented HR policies that encompass our EACH model (Employees as Adults, Consumers, and Human beings).
- Continued to work with ethical international recruitment agency ensuring their ongoing compliance in understanding our modern slavery statement and ethos.
- Developed more robust procedures around our supply chain contractors ensuring they maintain ethical practices.
- Continued to learn and improve our objectives, transparency, and ethical behaviours through our whistleblowing cases reported both internally and externally via AAB.
- Embedded Colleague forums as a listening channel for suggested changes within the business.
- Refreshed our appraisal and supervision process leading to improved quality conversations with colleagues.

Approval

This statement has been formally approved by the Executive Board of Meallmore Ltd and signed on their behalf.

Sincerely,

A handwritten signature in black ink, appearing to read 'Cillian Hennessey', with a long horizontal flourish extending to the right.

Cillian Hennessey
Chief Executive Officer