


Modern Slavery Statement 2026

Director's Statement

At Pendine Park Care Organisation Ltd ("Pendine"), we respect and uphold the human rights of all our employees and the wider community in which we operate. As defined by the UK Government, modern slavery includes slavery, servitude, forced and compulsory labour, and human trafficking, and it is a clear violation of the human rights we stand for.

We manage the risk of modern slavery in our operations through policy, education, and risk assessment. We recognise the importance of our supply chain and the impact we have outside of our own operations. We are committed to improving our due diligence and collaboration with our trusted partners to ensure that we do our part in the drive to eliminate modern slavery.

This statement explains how we strive to prevent modern slavery and human trafficking at Pendine. It also serves to reestablish our commitment to the global goal of eradicating all forms of modern slavery, as well as setting out our plans for 2026 to continue to mitigate our risk.



Mario Kreft
Director and Responsible Individual

What is Modern Slavery?

Modern slavery, forced labour, servitude, human trafficking, debt bondage, and criminal and child exploitation are the symptomatic removal of an individual's personal freedom. On any given day in 2021, there were 50 million people living in modern slavery globally (ref: *The Global Slavery Index 2023*). We need to act on a global scale together with businesses, governments, and other organisations to eradicate slavery worldwide.

As a responsible employer, we have an obligation to protect our staff, residents, suppliers, and community from exploitation and slavery-like practises. At Pendine, we are committed to making sure that every stakeholder recognises, respects, and upholds international human rights.

About Pendine Park Care Organisation

Pendine Park Care Organisation Ltd ('Pendine') was established in 1985 and trades from locations in Wrexham (NE Wales) and Caernarfon (NW Wales), providing registered services for up to 450 residents with a range of physical and complex nursing needs including mental health, dementia, younger adult services, nursing and palliative care, residential care, and companion living care apartments.

Pendine operates in the North Wales economic landscape by adopting a business model that combines above sector average levels of occupancy and higher average fees and external training services. This strategy, coupled with cost controls, generates funds for continuous reinvestment in facilities, equipment, the environment, care services, and in a highly trained and valued workforce skilled in delivering often complex care services and all within a reasonable ratio of wages to fees, and value for money for the publicly funded services. Clients fees are predominantly public funded.

Our Brand, Values, and Cultures



Key Controls and Mitigations

Our key controls and mitigations help prevent and address modern slavery risks, ensuring ethical practises and respect for human rights.

Leading Industry Voice

Pendine is a founding member of Care Forum Wales ('CFW'), which is the recognised voice of the Independent Care Sector in Wales. CFW works closely with Welsh Government and associated membership organisations across UK and Ireland in the 'Five Nations Care Forum'. Pendine is also a founding member of the Wales Care Awards, which recognises the great skills of the social care workforce in Wales.



Pendine's long association and contribution to these Sector organisations provide another layer of networking and information sharing.

People

People are at the heart of Pendine’s business strategy. Our 'enriching lives across the generations' philosophy, enriches the lives of residents, their friends and families, staff and the wider community, locally, regionally and nationally and is delivered in two main ways. First through the values, beliefs, and cultures embedded in everyday life by the Pendine team, and secondly through the Pendine Arts & Community Trust ('PACT').



Employees

Pendine has resilient policies and procedures in order to highlight the risk and potential for slavery and human trafficking and to highlight staff welfare issues.

Pendine continues to operate a no use agency staff policy, unless under extreme circumstances only (e.g., during the Covid Pandemic). Were it absolutely required to use agency staff, similar checks used for our employees would be undertaken. (Refer to our Use of Agency Staff Policy).

On recruitment, all employees' credentials are checked including a fitness to work process, DBS (Disclosure and Barring Service) checks, Right to Work in the UK checks, references, and other regular processes. (Refer to our Recruitment, Selection, and Starters Policy).

A specialist Recruitment Company/Agent is used for any infrequent overseas recruitment, ensuring they have a legal right to work, and renewals of Sponsorship.

PENDINE KINDA PEOPLE WORK TOGETHER IN THE BIG TEAM TO BRING OUR VALUES TO LIFE WE DELIVER OUR PROMISE IN THE WAY WE THINK, FEEL AND COMMUNICATE



I am passionate about quality, being professional in my job and following agreed processes.

I am friendly and kind and I enjoy teamworking, creating a community spirit, training, development and informing others to do the right thing at the right time.

I care about bringing our values to life and ensuring people are empowered by choice to live and develop as they wish to.

... I am a brand champion and deliver the brand promise in everything I do.

THE BIG TEAM

Characteristics and Attributes of Pendine Kinda People include ...
A team ethos and community spirit, positive, open and honest, approachable, proactive, creative, follows process, accountable & responsible, confidential, self-aware, great communication & acknowledgement, empathetic, constructive feedback and role modelling.
Team Leaders and Managers plan & organise, effectively delegate, analyse, recognise motivate and develop individuals and the team.

Pendine carries out new starter reviews at 4 weeks and 3 months, as well as quarterly Supervision and Continuous Appraisals that include staff welfare and the ability to work and perform effectively. Staff

welfare can also be assessed during training events and staff meetings, including the daily handovers within the care and clinical teams (Refer to our Jobs & Pathways for Progression Policy Toolkit).

Pendine inducts all employees in its brand values and cultures and in the use of our confidential Care to Call helpline, which is available to all employees without fear of retaliation, as is our Making Disclosures (Whistleblowing) Policy. Employees are encouraged to report concerns to their manager or another senior manager anywhere in the Company structure.

Salaries are directed to the individuals account and any variances are investigated. Pay rates are universal and fair.

All employees are trained in Equality, Diversity & Human Rights, within our General Induction Policy Toolkit.

Real Living Wage

Pendine is proud to be a Real Living Wage Employer for all care employees aged 21 and over. Salaries are reviewed annually to ensure all employees across Pendine are paid a fair and living wage in accordance to local and professional standards and provides opportunities for career progressions to all.

Our great team, 840 strong, share common values and beliefs and enrich the lives of the whole Pendine Community. We are an equal opportunities employer and proud of our diverse workforce, which mirrors society and its communities and enables us to care for all with dedication and respect.

Training

Pendine's subsidiary, The Pendine Academy of Social Care Ltd, ('the Academy') provides vocational qualifications to the social care sector in North Wales as well as facilitating significant levels of 'in house' bespoke training, including mandatory training, care practice, clinical practice and the enriching lives program, as well as other regular training programs covering modern slavery, induction, leadership and management skills, bespoke care plan training to meet complex needs, clinical care practitioner training, and clinical support for nurses.

The Academy also manages varied collaborations with recruitment organisations and educational institutions including an Open University program training preregistration nurses in a social care setting, now on its fourth cohort.



Supply Chains

As a policy, Pendine is committed to working commercially with local community suppliers and predominately UK based suppliers. Commercial dealings with global companies are avoided where possible in favour of a UK based connection.

During our due diligence process at onboarding a new supplier or following a hiatus, and annually thereafter, we require our suppliers to confirm their ethos and commitment to anti-slavery and human trafficking each year either by publishing their own Modern Slavery Annual Statement on the UK Government Website or confirm commitment via our **Supplier Affirmation**. We accept an 'in date' policy statement for global multinational suppliers where a supplier affirmation may be difficult to achieve.

Additionally, we seek local, regional, Welsh, and UK based suppliers where an enhanced service and direct relationship can be achieved and so monitored.

Pendine promotes its commitment to anti-slavery and human trafficking in its regular purchases processes via the offices of a small number of Budget Holders.

Budget Holders exist are required to sanction spending and approve new suppliers restricting Pendine's exposure to wider procurement. This approach also allows Budget Holders to assess suppliers when doing real time business and to understand their ethos and commitment to anti-slavery and human trafficking.

Whilst no supply chain can reasonably be considered to be entirely free from risk, these processes assist Pendine in highlighting risks in suppliers and their supply chain.

Certain suppliers are potentially more at risk in their supply chain, for example, agency staff, recruitment / sponsorship agent and supplies arriving direct from suppliers without a UK base.

In 2026 and beyond, we plan to further align procurement and supplier governance processes to support our commitment to eradicate modern slavery and human trafficking to mitigate this risk further.

Commitments

Alongside continuing to implement all current controls, Pendine will focus on supplier engagement and by working with our suppliers, we will ensure they understand our zero tolerance stance on modern slavery and human trafficking. We have, and are committed to having, a voice in our Sector through our associations and memberships. We remain vigilant against potential exploitation and slavery.

Annual Declaration

This statement constitutes Pendine's annual statement required by law in connection to modern slavery.