

The term "Peak15 Group" or "Group" or "Company" used in this Statement covers the following business entities:
Peak15 Ltd, The Butterfly Project (Horsham) Ltd, Peak15 Property Services Ltd, Peak15 Business Services Ltd
and BL Adventure Ltd where applicable.

Modern Slavery & Human Trafficking Statement HRP043

This document is non-contractual and applies to all employees and workers

Introduction

Modern slavery is a serious crime and a fundamental violation of human rights. It encompasses a range of practices, including human trafficking, forced labour, and servitude.

Peak15 Group maintains a zero-tolerance approach to modern slavery. We are committed to ensuring that slavery and human trafficking have no place within our organisation or our supply chains. We expect all individuals and organisations working with or on behalf of Peak15 Group to uphold these standards.

We strive to operate with integrity and the highest ethical standards across all aspects of our business and relationships. We recognise our responsibility to remain vigilant to emerging risks and are committed to continually strengthening our understanding and mitigation of modern slavery risks, both within our organisation and beyond.

This statement outlines our organisational structure, our supply and funding chains, and the actions we have taken to prevent modern slavery and human trafficking within our business and those we work with.

Organisation's structure

We are a provider of Services in the Health & Social Care Sector. The Group has over 350+ employees and operates across Surrey and Sussex.

Our business

Our business is organised into five business units: Peak15 Ltd, Peak15 Property Services Ltd, Peak15 Business Services Ltd, The Butterfly Project Horsham Ltd and BL Adventure Ltd (known as BLA).

Our policies

We have established policies that underpin our commitment to preventing modern slavery and human trafficking in all areas of our business. These policies are regularly reviewed and updated to ensure their effectiveness.

This statement reflects our commitment to:

- Acting ethically and with integrity in all business relationships
- Implementing and enforcing effective systems and controls
- Preventing modern slavery within our organisation and supply chains

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Due Diligence and Risk Management

We recognise that certain areas of our operations may present a higher risk of modern slavery. These include:

- Recruitment and onboarding of staff
- Engagement of agency and temporary workers
- Procurement of goods, products, and services

To identify and mitigate risks, we:

- ✓ Conduct robust recruitment processes, including verification of right to work in the UK, referencing, and review of additional employment commitments
- ✓ Undertake annual tender and compliance reviews of agency suppliers, ensuring only those meeting our standards are approved
- ✓ Maintain a strong whistleblowing framework and actively encourage reporting of concerns
- ✓ Carry out due diligence on all new suppliers and regularly review existing supplier relationships

Our supplier due diligence includes:

- ✓ Building long-term relationships and clearly communicating our expectations
- ✓ Assessing modern slavery risks for each supplier
- ✓ Taking appropriate action where standards are not met, including implementing improvement plans or terminating relationships where necessary

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 provide regular training to our staff in line with our training needs and development matrix.

Our Values

Our organisational values set clear expectations for behaviour and conduct. All employees are expected to act ethically and uphold the highest standards when representing Peak15 Group.

Performance indicators

We use key performance indicators (KPIs) to measure the effectiveness of our actions in preventing modern slavery, including:

- Completion of mandatory training by all staff
- Monitoring of workforce practices through rota, staff management, and payroll systems

HR Policies and Procedures



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Where to get help with this Policy/Procedure

If you have questions regarding this document, please contact the relevant Manager or the Human Resources department – Tel: 01293 826200

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 30th June 2027



David Holmes
Chairman
Peak15 Group

Date: 30.06.2026