Modern Slavery Statement

Compass is a provider of child centered services that make a lasting and life-long difference to vulnerable children's lives. We do this as a children's service provider, renowned for an optimistic and pragmatic approach with a belief that change is possible.

Compass is committed to ensuring the business and its supply chains are free of slavery and recognises modern slavery, servitude, forced or compulsory labour and human trafficking as grave violations of many human rights and freedoms. We are committed to implementing policies that aim to prevent this within our business.

In accordance with the Modern Slavery Act 2015, Compass makes the following statement regarding the steps it has taken in the current financial year to ensure that Modern Slavery and human trafficking is not taking place in any part of its own business or any of its supply chains. We all have a duty to be alert to risks, however small.

Compass is a provider of social care services in the residential, educational and fostering sector providing placements through its services for children and young people. We are nationally based and employ over 1400 staff. Compass is subject to statutory regulation with compliance measured and audited by Ofsted (England), Care Quality Commission and Care Inspectorate (Wales). Compass also employs a Group Head of Compliance who works across the business focusing on quality, governance and compliance. Additionally, the Group retains an externally chaired Safeguarding board reporting into its main board.

The Company currently operates in England and Wales, United Kingdom.

This statement covers the business activities of Advent Topco Limited and its subsidiaries which include Compass Community Limited and the trading companies listed below:

- Compass Fostering Central Limited
- Compass Fostering North Limited
- Compass Fostering London Limited
- Compass Fostering South Limited
- Compass Fostering Wales Limited
- Compass Fostering East Limited
- Compass Fostering West Limited
- Compass Children's Homes Limited
- Compass Childrens Homes Kent Limited
- Compass Children's Homes North East Limited
- Compass Community Schools Limited
- Compass Community Ltd
- Compass TFAS Limited

Responsibility for the Company's anti-slavery initiatives and reporting is as follows:

Policies: Director of HR, Learning & Development

Annual report and Accounts: Chief Financial Officer

Governed by Ofsted and following best practice, we recruit to the highest standard. Our recruitment practices are largely in-house following our own robust recruitment and compliance processes. If external agencies are used, they must adhere to Compass recruitment standards. If any staff are concerned that modern slavery, human trafficking, unethical behaviour or practice or anything they are uncomfortable with is occurring, they are encouraged to 'Speak Out about' by sharing directly with their Manager, the HR Team or accessing the Speak Out Whistleblowing Policy. The most common signs of forced labour are:

- Abuse of vulnerability
- Deception
- Restriction of movement
- Isolation
- Physical and sexual violence
- Intimidation and threats
- Retention of identity documents
- Withholding of wages
- Debt bondage
- Abusive working and living conditions
- Excessive overtime

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company provides its staff with an organisational development programme including modern slavery, child sexual exploitation (CSE), child criminal exploitation (CCE) and access to our on-line training hub for related subjects. Staff are also advised of resources available at www.modernslaveryhelpline.org and they can be contacted on 08000 121 700.

As Compass believes in being ethical, it is important to show due diligence in assessing modern slavery and human trafficking in its operations and supply chains. The Company undertakes due diligence when considering the procurement of new suppliers and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations from our business partners. It is expected that our suppliers can evidence their own policies and practice in support of their Modern Slavery Statement. Failure to comply with this could include termination of the business relationship.

In the unfortunate event that unethical behaviour is identified then we would take all the necessary steps to remedy the situation including:

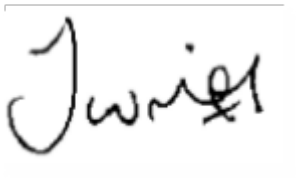
- Financial remediation

- Changes to policy
- Change to training and upskilling
- Referring potential victims to government services
- Providing emotional support to victims
- Supporting investigations by relevant authorities

We will continue to continue provide training, enhance our policies and procedures to help us identify, prevent, and mitigate any risks of modern slavery or human trafficking in relation to our own operations and external suppliers be they existing or new.

This statement has been given approval by the board of directors on 12h August 2025.

This statement has been signed by Jamie Wright, Chief Financial Officer.



Jamie Wright

Chief Financial Officer

Date: 12th August 2025