

Introduction

Approvez Medi-Care Ltd is committed to preventing modern slavery and human trafficking in its business and supply chains. This statement outlines the steps we have taken and continues to take to identify, mitigate, and address any risks of slavery or human trafficking within our operations.

Our Business and Structure

Approvez Medi-Care Ltd provides home care services across the UK, assisting individuals in maintaining their independence at home. Our services include personal care, companionship, and assistance with daily living activities. We operate in London and employ a team of staff directly, with additional support through a network of suppliers and contractors.

Policies and Commitments

We are committed to ensuring that there is no modern slavery or human trafficking within any part of our business or supply chain. Our policy against modern slavery reflects our dedication to ethical practices and transparency, and it is shared with employees, suppliers, and partners. We have a [Code of Conduct, Supplier Code of Practice, or equivalent policy] that strictly prohibits forced labour, human trafficking, and other forms of exploitation.

Due Diligence Processes

We have established due diligence processes to assess and address potential risks of modern slavery in our supply chain and operations. These include:

1. **Supplier Assessment:** We conduct background checks on suppliers and contractors and require them to comply with our ethical policies. All suppliers must confirm that they meet the standards outlined in our Supplier Code of Practice.
2. **Employee Screening:** We screen employees during the hiring process to ensure compliance with legal working conditions, right-to-work documentation, and fair recruitment practices.

Risk Assessment and Management

Each year, we evaluate the potential risks of modern slavery in our business operations. We have identified key areas of risk, particularly within subcontracted care providers and third-party suppliers. As part of our commitment to continuous improvement:

1. We are reviewing our supplier contracts to ensure compliance with anti-slavery policies.
2. We are implementing regular audits and requiring high-risk suppliers to provide evidence of anti-slavery measures.

Training and Awareness

In the past three years, we have worked to raise awareness of modern slavery among our staff:

1. **Employee Training:** We conduct mandatory training for staff to recognize signs of exploitation and understand reporting protocols.
2. **Management Training:** Our leadership team receives advanced training to identify and address modern slavery risks in business operations.



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Looking Forward

For the upcoming year, we are committed to:

- 3. Increasing the frequency of supplier audits and implementing stricter assessment criteria.
- 4. Expanding our training programs to cover new areas, such as psychological aspects of exploitation.
- 5. Enhancing reporting mechanisms for staff and suppliers to raise concerns anonymously.

Approval

This statement has been approved by Approvez Medi-Care Ltd.'s board of directors and signed by [Marie White Registered, as required by Section 54 of the Modern Slavery Act 2015.

Signature:	<i>Marie White</i>	Name:	Marie White		
Role:	Registered Manager	Created Date:	04/11/2024	Review Date	04/11/2025