

# Modern Slavery and Human Trafficking Statement

August 2025



This Modern Slavery and Human Trafficking Statement meets section 54(1) of the Modern Slavery Act 2015 and sets out the steps involve Care & Support takes to ensure that modern slavery or human trafficking is not taking place within our business or supply chains.

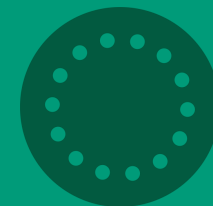
## Our Organisation

involve Care & Support provides support and care for adults with learning disabilities, autism, acquired brain injury (ABI), and mental health needs.

Our purpose is to support people to flourish in a place they call home, living fulfilling lives with dignity, respect, and personal choice.

We operate a range of nursing, residential and supported living services, day centres, and outreach programmes tailored to individual needs.

We are dedicated to providing high-quality, person-centred care while upholding the highest ethical standards in every aspect of our operations.



# Our Commitment



**We believe that all individuals have the right to live and work freely, and we take our responsibility to prevent modern slavery seriously.**

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

We expect the same high standards from all our contractors, suppliers, and other business partners.

We recognise the risk in our sector for the recruitment of our workforce. We use digital processes and tracking systems to minimise and control this risk.

In the last 12 months we have onboarded over 1,300 compliant colleagues and also took action to withdraw over 100 candidates following unsuccessful pre-employment checks. We also completed over 500 Disclosure and Barring Service (DBS) renewals.

We use agency resources on a limited basis through a supplier that ensures relevant checks are completed to our standards.



# Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Recruitment Policy: Ensures all employees are legally entitled to work in the UK and undergo rigorous background checks, including references and DBS checks.
- Safeguarding Policy: Outlines our commitment to safeguarding vulnerable adults from all forms of abuse, including exploitation and harm. We provide training for colleagues to recognise the risk.
- Whistleblowing Policy: Encourages all colleagues and others working in our organisation to report any concerns without fear of reprisal.
- Procurement Policy: Requires due diligence checks on all suppliers and contractors.



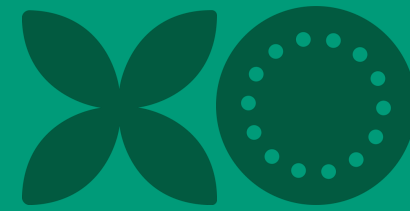
# Our Supply Chains

Our supply chains include the procurement of goods and services required for the delivery of care, such as food, medical supplies, agency staff, cleaning, facilities management, and property maintenance. We recognise that some of these sectors are at higher risk of modern slavery, to mitigate these risks, we:

- Require new suppliers to complete due diligence questionnaires and provide evidence of their own anti-slavery policies and practices.
- Monitor ongoing supplier relationships for any red flags or changes in risk profile.



# Due Diligence Processes & Reporting Concerns



**We undertake robust due diligence when recruiting employees and engaging suppliers, including:**

- Verifying the identity and right to work of all employees and agency workers.
- Checking the legitimacy of suppliers and third-party contractors.
- All colleagues are expected to play their part in identifying, reporting, and responding to concerns.

We encourage anyone who suspects that someone is a victim of modern slavery, or who has concerns about practices within our organisation or supply chain, to report these either to their line manager, or through our whistleblowing procedures.

In addition, we have a range of listening forums and run anonymous colleague surveys to give people the opportunity for disclosures.

All concerns are taken seriously and will be investigated promptly and thoroughly.

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This statement was approved by the Board of Directors on 05 August 2025.

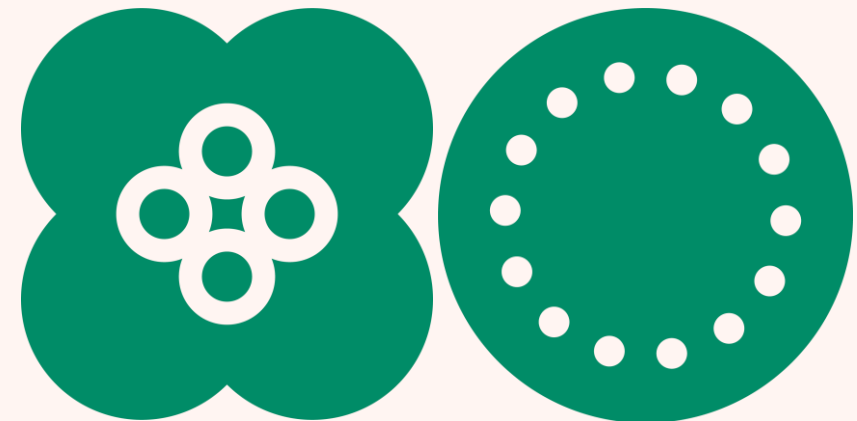
Tim Davies – Chief Executive Officer



Neil Robinson – Chief Finance Officer



This statement is published for financial year ending 31 March 2025 by involve Care Holdings Limited, in respect of the trading entity of Heathcotes M Limited trading as involve Care & Support.





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Care & Support