



Outreach
Care & Staffing Ltd

Modern Slavery Statement



Outreach Care and Staffing is committed to operating in an ethical and transparent manner. We recognize that modern slavery and human trafficking are significant issues that require vigilance and proactive measures. This statement outlines our commitment to identifying, preventing, and addressing modern slavery within our operations and supply chains.

Outreach Care and Staffing has a zero-tolerance approach to modern slavery and human trafficking. Our policy is guided by the principles set out in the Modern Slavery Act 2015 and other relevant legislation. We are dedicated to acting ethically and with integrity in all our business dealings and relationships.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

OUTREACH CARE AND STAFING has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain.

What is Modern Slavery?

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. OUTREACH CARE AND STAFING has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain.

EXAMPLES OF MODERN SLAVERY

An example of Modern Slavery would be if somebody is being paid below the National Minimum Wage, forced into working more than 48 hours a week, or being denied the required amount of break time and rest between shifts, which goes against the Working Time Derivative

Working Time Derivative:

The 48-hour week is defined as an average over a 17-week period. So, a 50-hour week followed by a 5-hour week would not be in breach of legislation.

Care workers are also able to opt out of the working time derivative and, if doing so, a copy must be kept in their personnel file.

Policies in Relation to Slavery and Human Trafficking

We have a Modern Slavery and Human Trafficking Policy in place, which affirms our zero-tolerance stance. This is supported by related policies including:

- Safeguarding Policy
- Whistleblowing Policy
- Recruitment and Vetting Policy
- Code of Conduct

These documents collectively reinforce our commitment to ethical and transparent practices.

Due Diligence Processes:

Outreach Care Staffing Ltd undertakes due diligence when considering taking on new clients and regularly reviews its existing clients. Outreach Care Staffing Ltd.'s due diligence process includes building long-standing relationships with clients, making clear our expectations of business partners, evaluating the modern slavery and human trafficking risks of each new client and invoking sanctions against clients that fail to improve their performance.

Risk Assessment and Management

We recognise that while the risk within our direct operations is low, there may be risks in our supply chain, particularly in sectors such as cleaning, facilities management, temporary staffing, and imported goods.

To mitigate these risks:

- We prioritise working with suppliers who demonstrate ethical employment practices.
- We require declarations of compliance with the Modern Slavery Act as part of tendering and procurement.
- We monitor supply chain practices and encourage concerns to be raised through our whistleblowing channels.

Measuring Effectiveness

We assess the effectiveness of our efforts using the following indicators:

1. 100% of staff complete mandatory safeguarding and whistleblowing training
2. 100% right-to-work and ID verification at onboarding
3. No incidents or disclosures of modern slavery in our operations or through whistleblowing
4. Regular review of supplier compliance declarations

These indicators are reviewed annually by our senior leadership team.

Training and Capacity Building

All staff complete training on:

1. Safeguarding (including how to identify exploitation and abuse)
2. Whistleblowing
3. Modern Slavery Awareness (included within induction for all staff)

Managers and recruitment staff receive enhanced training on safe recruitment and supplier vetting.

Compliance with the Statement

You must ensure that you read, understand, and comply with this policy. The prevention, detection and reporting of modern slavery in any part of our business is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your manager as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

You are encouraged to raise concerns about any issue of suspicion of modern slavery in any parts of our business or the supply chains of any supplier tier at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your manager or report it in accordance with our Whistleblowing Policy as soon as possible. Outreach Care and Staffing aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers from any detrimental treatment because of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any part of our supply chain. If you believe that you have suffered any such treatment, you should inform your manager immediately.

Outreach Care and Staffing operates in the healthcare and staffing sector, providing a wide range of services across various regions. Our supply chains include recruitment agencies, training providers, and suppliers of goods and services necessary for our operations. We recognize the potential risks of modern slavery within these supply chains and are committed to mitigating such risks.

Our Commitments:

- Ongoing Monitoring and Reporting: We will continually monitor our practices and supply chains and report on our progress annually.
- Collaboration: Working with industry bodies, NGOs, and other organizations to share best practices and improve our approach to preventing modern slavery.
- Continuous Improvement: Regularly reviewing and updating our policies and procedures to ensure they remain effective in combating modern slavery.
- To ensure a high level of understanding of the risks of modern slavery and human trafficking in our organisation and our supply chains, Outreach intends to develop a training and information campaign to help staff to better understand the risks and how we as an organisation are working to manage this.
- All our staff have been provided with a copy of this policy, which encourages individuals to monitor and report anything untoward. We also encourage our business partners to provide training for their staff and suppliers.
- Miss Angellah Kayaga has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Breaches of this Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organizations working on our behalf if they breach this policy.

Further Steps:

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- continuous monitoring of our business to ensure we are free from slavery and human trafficking.
- continuing to require our contractors to act in accordance with our Anti-Slavery policy when dealing with us; and
- ongoing education and promotion of our Anti-Slavery Policy along with a training pro-gram to ensure our staff understand and adopt our values.

This policy is made pursuant to section 54(1) of the Modern Slavery Act 2015

Monitoring and Review

The Company Secretary will check this policy is working properly and they will review it at least once a year. We will make improvements to the policy wherever we can.

Employees are invited to suggest ways the policy can be improved.

This policy does not form part of any employee's contract of employment, and it may be amended at any time.

Outreach Care Staffing Ltd undertakes due diligence when considering taking on new clients and regularly reviews its existing clients.

You must notify your manager as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future. This policy statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

A Director will review this policy at least once a year to make any updates needed.

Authorisation and Signature

This Policy is the authorised version agreed by the Director of Outreach Care Staffing Ltd All employees are expected to follow this policy and failure to do so could result in disciplinary action.

Signature:

Director's Signature

Mr. Franklin E Madubeze

Management and Consultants at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given any required training.

