



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Ayivin Health Care Limited

1. Introduction

Ayivin Health Care Limited is committed to preventing modern slavery, human trafficking, forced labour, servitude, and exploitation in all aspects of our business and supply chains. We recognise our responsibility under the Modern Slavery Act 2015 and are committed to acting ethically, transparently, and with integrity in all our business activities.

We have a zero-tolerance approach to modern slavery and are committed to ensuring that our workforce, service users, suppliers, contractors, and business partners are protected from exploitation and abuse.

2. Our Organisation

Ayivin Health Care Limited provides high-quality care and support services to adults within the community. Our services are delivered in accordance with relevant legislation, regulatory requirements, and best practice standards, ensuring the safety, wellbeing, and human rights of all individuals we support.

We employ care workers, support workers, managers, and administrative staff and work with a range of suppliers and external partners to support service delivery.

3. Our Commitment to Preventing Modern Slavery

We are committed to:

- Complying with the Modern Slavery Act 2015.
- Promoting human rights and ethical working practices.
- Preventing exploitation in our workforce and supply chain.
- Ensuring all workers are treated fairly, with dignity and respect.
- Encouraging the reporting of concerns without fear of retaliation.
- Taking appropriate action where concerns are identified.

4. Policies and Procedures

Our commitment is supported by a range of policies and procedures including:

- Safeguarding Adults Policy
- Recruitment and Selection Policy
- Whistleblowing Policy
- Equality, Diversity and Inclusion Policy
- Grievance and Complaints Policy
- Code of Conduct
- Disciplinary Policy
- Supplier and Procurement Procedures

These policies help ensure staff understand their responsibilities and know how to identify and report concerns.

5. Recruitment and Employment Practices

Ayivin Health Care Limited operates robust recruitment processes designed to prevent exploitation and illegal working practices.

These include:

- Right to Work checks for all employees.

- Identity verification.
- Enhanced DBS checks where applicable.
- Employment history verification.
- Reference checks.
- Direct payment of wages into employee bank accounts.
- Fair recruitment and employment practices.
- Compliance with National Minimum Wage and employment legislation.

We do not tolerate forced labour, bonded labour, or any form of worker exploitation.

6. Supply Chain Due Diligence

We seek to work with suppliers, contractors, and partners who share our commitment to ethical business practices.

Where appropriate, we undertake due diligence by:

- Assessing supplier compliance with relevant legislation.
- Reviewing supplier policies and practices.
- Challenging suppliers where concerns arise.
- Terminating relationships where serious breaches are identified.

expect all suppliers and business partners to operate in accordance with the principles of the Modern Slavery Act 2015.

7. Training and Awareness

All staff receive safeguarding training and are made aware of indicators of abuse, exploitation, modern slavery, and human trafficking.

Training includes:

- Recognising signs of exploitation.
- Reporting concerns.
- Safeguarding responsibilities.
- Whistleblowing procedures.
- Professional boundaries.

Managers receive additional training on responding to concerns and escalating safeguarding issues appropriately.

8. Reporting Concerns

Employees, service users, families, suppliers, and members of the public are encouraged to report any concerns relating to modern slavery, exploitation, or unethical practices.

Concerns can be reported through:

- Line Managers
- The Registered Manager
- Safeguarding Leads
- Whistleblowing Procedures
- Local Authority Safeguarding Teams
- The Modern Slavery Helpline

All concerns are taken seriously, investigated appropriately, and managed in line with safeguarding and reporting procedures.

9. Monitoring and Continuous Improvement



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We regularly review our policies, procedures, recruitment practices, safeguarding arrangements, and training programmes to ensure they remain effective.

Modern slavery risks are considered as part of our governance, safeguarding, quality assurance, and compliance monitoring arrangements.

We remain committed to continually strengthening our approach to preventing modern slavery and protecting vulnerable people from exploitation.

10. Approval

This statement has been approved by the Board of Directors of Ayivin Health Care Limited and will be reviewed annually.

Signed:

A handwritten signature in black ink that reads 'A Rutaguza'.

Angela Mathias Rutaguza
Director/Registered Manager
Ayivin Health Care Limited