



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 03 April 2024.

Integrated Support Services LTD ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational structure

Integrated Support Services LTD and has business operations in the United Kingdom.

We operate in the health and social care. sector. The nature of our supply chains is as follows: Our healthcare team's availability is crucial to delivering care and support to our service users, who are at the heart of our supply chain. These individuals depend on our team's presence to receive the necessary care, support, and assistance essential for enhancing their well-being and health.

For more information about the Company, please visit our website: www.integratedsupportserviceltd.com.

Policies

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

These include the following:

- Recruitment and selection policy - Our recruitment and selection policy holds a central position in our efforts to prevent modern slavery, as it guarantees the implementation of ethical and responsible procedures during our hiring process. Our thoughtfully designed policy actively aims to prevent modern slavery by focusing on the following key aspects: Selection and Vetting: It encompasses the meticulous selection and thorough vetting of recruitment agencies and suppliers, ensuring they are not engaged in or supportive of modern slavery practices. Ethical Recruitment: Our policy underscores the importance of ethical recruitment, encompassing principles like fair remuneration, transparent contracts, and equitable hiring methods. This underscores our commitment to preventing exploitation. Compliance and Regulations: It mandates strict adherence to local and international laws and regulations pertaining to modern slavery prevention, thereby ensuring legal compliance at all stages of recruitment. Verification of Right to Work: Our policy requires the verification of candidates' eligibility, especially those hailing from high-risk backgrounds or regions, to prevent potential victims of modern slavery from being inadvertently recruited. Training: We provide training to personnel involved in the recruitment process, equipping them with the knowledge to recognize signs of exploitation and emphasizing the significance of ethical recruitment. Transparency in Recruitment: Transparency



is promoted through clear documentation of the recruitment process, encompassing contracts, interviews, and other relevant records. This facilitates the verification of ethical practices.

Monitoring and Feedback: The policy establishes mechanisms for ongoing monitoring and auditing of the recruitment process to ensure continual adherence to modern slavery prevention principles. Additionally, it encourages candidates to provide feedback and report concerns, further strengthening oversight. By incorporating these elements into our recruitment and selection policy, we actively contribute to the prevention of modern slavery by consistently upholding ethical and responsible practices throughout our hiring process.

- **Whistleblowing policy** - Our whistleblowing policy plays a vital role in our organization's efforts to prevent modern slavery. It serves as a pivotal tool by offering both employees and stakeholders a secure and confidential avenue for reporting any suspicions or evidence of activities related to modern slavery. Here's an overview of how our whistleblowing policy contributes to the prevention of modern slavery. **Confidential** Our policy ensures that individuals have the option to report their concerns confidentially and, if they prefer, anonymously. This feature is crucial as it safeguards the identity of the whistleblower. The policy explicitly outlines the safeguards in place to protect whistleblowers from any form of retaliation or adverse consequences stemming from their report. This assurance fosters an environment where individuals feel secure when reporting concerns. **Clear Reporting Procedures.** Our policy delineates transparent and user-friendly reporting procedures, making it easy for individuals to understand how and where to submit their suspicions of modern slavery. **Investigation and Escalation .** The policy defines the processes for investigating reports related to modern slavery. It also explains how concerns may be escalated, if necessary, especially when dealing with more complex or senior-level issues. **Communication and Feedback** within the boundaries of confidentiality, our policy ensures that whistleblowers receive regular updates on the status and progress of their reports, facilitating transparency and maintaining their trust. By incorporating these features into our whistleblowing policy, we establish an effective mechanism for identifying and preventing modern slavery. This empowers individuals to report concerns, initiates proper investigations, and contributes to fostering a secure and responsible environment that actively combats modern slavery.
- **Staff code of conduct** - Our organization's staff code of conduct plays a pivotal role in our efforts to prevent modern slavery. It serves as a foundational document, setting clear expectations for the behaviour and actions of our employees. Our code of conduct actively strives to prevent modern slavery through the following core principles: We maintain an unequivocal stance of zero tolerance toward any involvement in modern slavery practices. This resolute position underscores our unwavering commitment to eradicating such activities within our organization. Our code of conduct mandates strict adherence to all relevant local and international laws and regulations pertaining to modern slavery prevention. We uphold the highest legal standards in this area. We place significant emphasis on the importance of ethical and lawful recruitment practices, which include fair compensation, transparent contracts, and equitable hiring processes. This ensures that our recruitment procedures remain free from any exploitative elements. Our code of conduct provides clear guidelines for reporting suspicions of modern slavery within our organization. It also underscores the importance of ongoing training and awareness among our staff. This training equips our employees with the knowledge and tools to identify and report potential instances of modern slavery. We are unwavering in our commitment to safeguarding the well-being of vulnerable adults. Our code of conduct explicitly prohibits any form of exploitation or abuse against vulnerable individuals, serving as a testament to our dedication to their protection. These fundamental principles within our staff code of conduct collectively constitute a robust framework for preventing modern slavery within our organization. By adhering to these guidelines, our employees contribute to maintaining an ethical and responsible workplace that actively combats modern slavery and upholds the dignity and rights of all individuals.
- **Safeguarding policy** - Our modern slavery prevention safeguarding policy is designed with the primary objectives of averting harm, safeguarding the welfare of our staff members, and ensuring accountability within our team. This policy encompasses the protection of both vulnerable adults and children. It's important to note that modern slavery involving children is considered a form of child abuse, and as such, our policy incorporates standard child protection procedures.



We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits.

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers.

Risk and compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We do not consider that we operate in a high-risk environment because The bulk of our supply chain is situated within the United Kingdom and primarily operates in low-risk sectors, including internet software and services..

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will train our staff about modern slavery issues and increase awareness within the Company.

Training our staff

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company's training covers:

- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues to the relevant parties within the Company.
- What external help is available.



- What steps the Company should take if suppliers in its supply chain do not implement anti-slavery policies in high-risk scenarios, including their removal from the Company's supply chain.

Next steps

In the next financial year, we intend to take the following steps to tackle slavery and human trafficking by:

- We will Continuously review and enhance our modern slavery prevention policies, ensuring they align with the latest legal requirements and best practices.
Awareness and Training: Conduct regular training sessions for our employees and suppliers to raise awareness about modern slavery risks and prevention measures.
Risk Assessment: Conduct a comprehensive risk assessment across our supply chain and operations to identify vulnerable areas and potential exposure to modern slavery.
Supplier Engagement: Engage with suppliers to assess their modern slavery prevention measures and work collaboratively to address any identified issues.
Audits and Assessments: Implement regular audits and assessments of our supply chain to verify compliance with modern slavery prevention standards.
Reporting Mechanisms: Enhance reporting mechanisms for our employees and stakeholders to report suspicions or concerns related to modern slavery.
Due Diligence: Strengthen due diligence processes, especially when onboarding new suppliers or partners, to ensure they align with our modern slavery prevention efforts.
Transparency: We will publish an annual Modern Slavery Statement as required by relevant legislation, outlining our efforts to prevent modern slavery within our organization.
External Partnerships: Collaborate with external organizations, industry groups, and governmental agencies to share information and resources for combating modern slavery.
Remediation Plans: Develop remediation plans for addressing any instances of modern slavery that may be uncovered during audits or assessments.
Continuous Improvement: Establish a culture of continuous improvement, where lessons learned from modern slavery prevention efforts will be used to enhance our practices.
Stakeholder Engagement: Engage our stakeholders, including customers and investors, to communicate our commitment to modern slavery prevention and gather their feedback.
Legal Compliance: Stay up-to-date with changes in modern slavery legislation and ensure full compliance with legal requirements.
Impact Assessment: Assess the impact of our modern slavery prevention efforts, both internally and within our supply chain, to measure progress and identify areas for improvement.
Leadership Commitment: Ensure that senior leadership within our organization demonstrates a clear commitment to tackling modern slavery, setting an example for all employees.
Supply Chain Transparency: Work toward greater transparency in our supply chain, encouraging suppliers to disclose their own anti-slavery efforts.
External Auditing: Consider external auditing of our modern slavery prevention efforts to provide an impartial evaluation.

The statement was approved by the board of directors.

OMOSOLA AGBAJE, Director
Integrated Support Services LTD

Date 04/03/2024