



Modern Slavery Statement for Caretech UK

Financial Year Ending: 31st October 2024

Introduction

This statement is made in the spirit of transparency and accountability, even though Caretech UK is not legally obligated under Section 54 of the UK Modern Slavery Act 2015 to publish an annual modern slavery statement. As a small consultancy with a low-risk supply chain, we voluntarily release this statement to demonstrate our commitment to ethical business practices and to support the eradication of modern slavery.

Our Business

Caretech UK Ltd, specialises in the repair, maintenance, and installation of healthcare and home independence equipment. As an NHS Supply Chain-approved provider, we support the supply, service, and maintenance of patient care products such as hoists, beds, mattresses, baths, and rise/recline armchairs, along with home adaptations like stairlifts and ramps.

We tailor services for NHS Estates, Housing Associations, and care providers, including emergency maintenance and safety certifications. Alongside delivering technical excellence, Caretech is committed to sustainability, proactively mitigating modern slavery risks in our supply chain and upholding ethical practices across all operations.

Our Policies

Our proactive approach to combating modern slavery is underpinned by the following policies:

1. Anti-slavery Policy:

- Establishes our zero-tolerance stance towards modern slavery and human trafficking.
- Requires suppliers, contractors, and business partners to adhere to the same high standards and implement anti-slavery provisions in their own supply chains.

2. Human Rights Policy:



- Promotes equality, fair labour practices, and safeguarding workers' rights.
- Includes grievance mechanisms accessible to all stakeholders, ensuring concerns can be raised safely and transparently.

Risk Assessment and Due Diligence

We have implemented robust procedures to identify and address modern slavery risks, including:

- Mapping supply chains based on risk factors such as geography, industry type, and nature of services.
- Using global tools like the Global Slavery Index to identify high-risk regions and activities.
- Requiring suppliers to confirm compliance with anti-slavery standards through questionnaires and contractual obligations.

Suppliers must meet the following criteria:

- Prohibit forced or bonded labour, recruitment fees, and withholding of workers' documents or wages.
- Disclose health and safety standards, labour relations, and employee contracts.
- Provide fair employment conditions and contracts with reasonable notice periods.

KPIs and Monitoring

Although not required by law, Caretech UK monitors the effectiveness of its efforts through Key Performance Indicators (KPIs), including:

1. Training:

- Target: 100% of employees and contractors trained on modern slavery awareness annually.

2. Supplier Risk Assessments:

- Target: 80% of high-risk suppliers assessed for compliance annually.

3. Grievance Mechanisms:



- Tracking the number of grievances raised and resolved related to modern slavery.

4. Corrective Actions:

- Target: Full implementation of corrective action plans (CAPs) for any identified risks.

5. Annual Reporting:

- Publishing voluntary modern slavery statements and updates on progress against KPIs.

Training and Awareness

All employees and contractors are trained on modern slavery risks and reporting mechanisms as part of onboarding, with annual refreshers. Suppliers are also encouraged to participate in training initiatives to improve their understanding of modern slavery compliance.

Collaboration and Remediation

Where modern slavery concerns arise, Caretech UK prioritises collaboration with suppliers to address risks effectively. Our approach includes:

- Developing Corrective Action Plans (CAPs) in partnership with suppliers.
- Ensuring the safety and support of affected individuals.
- Terminating relationships with suppliers who fail to take adequate corrective action.

Plans for the Next 12 Months

In the coming year, Caretech UK aims to:

- Expand supplier assessments to cover 100% of high-risk suppliers.
- Enhance awareness of grievance mechanisms among all stakeholders, including supply chain workers.
- Collaborate with external organisations to strengthen monitoring processes.
- Regularly review and update our policies to align with evolving risks and best practices.



Approval

This statement was approved by the Board of Directors on [Insert Date]. It will be reviewed annually to ensure our efforts remain effective and aligned with our ethical commitments.

Signed by:

AP Mears

Director

Date: 31.12.24