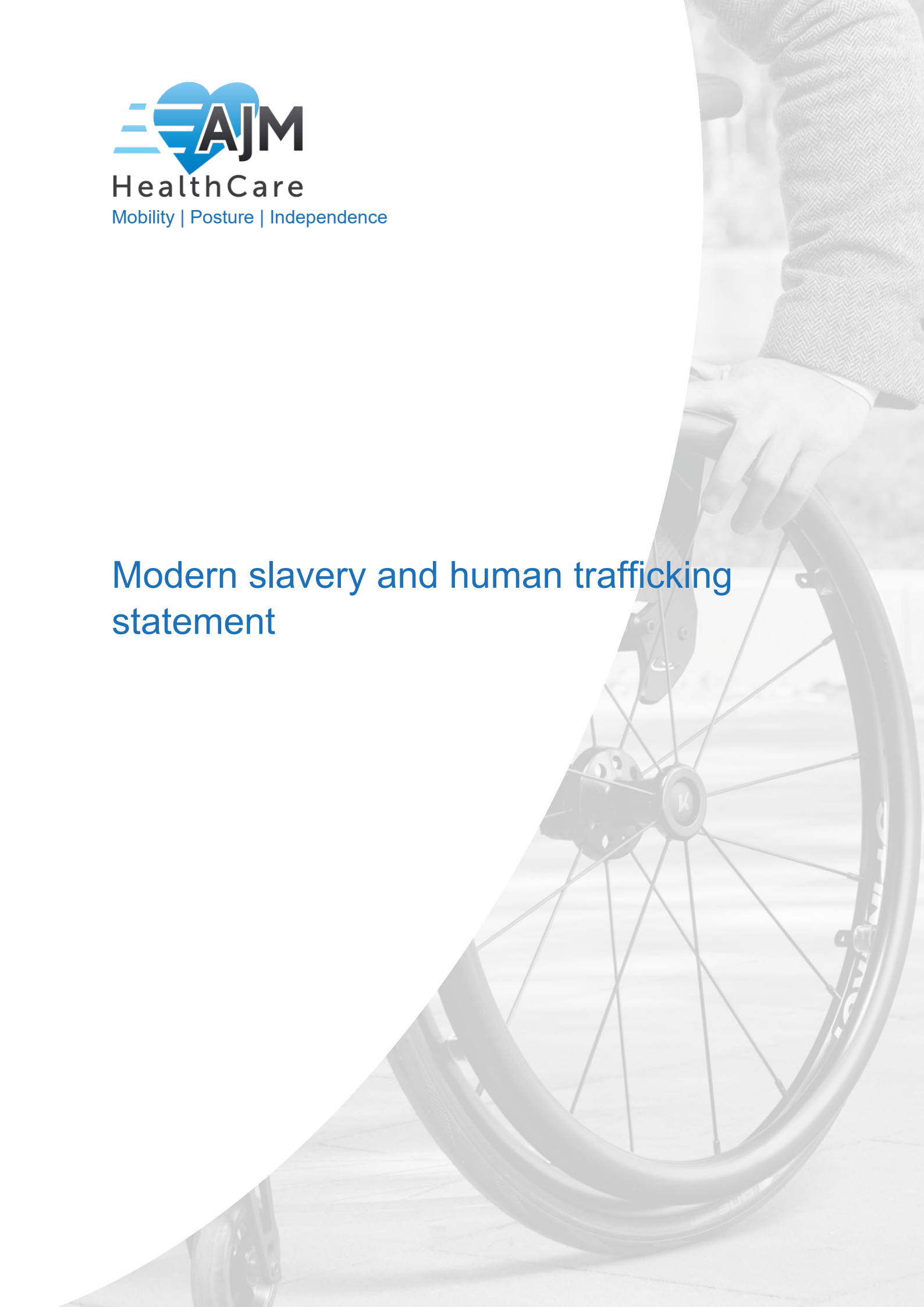




HealthCare

Mobility | Posture | Independence

Modern slavery and human trafficking statement



Document control

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Contents

Document control	2
Contents	3
Introduction	4
Organisational structure and supply chains.....	4
Relevant policies	4
Due diligence	5
Training	5

Introduction

This statement sets out AJM Healthcare's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

This statement relates to actions and activities during the financial year 1 April 2022 to 31 March 2025.

As part of working in the healthcare sector, we recognise that we have a responsibility to take a robust approach to slavery and human trafficking and we continue to take our responsibility very seriously during the coronavirus pandemic.

Our organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

We have a policy of zero tolerance for modern slavery and have respect for human rights, including children's rights, ensuring these are represented in dialogue, self-assessment, audits, training and opportunities for suppliers, subcontractors, customers, and other business partners.

Organisational structure and supply chains

This statement covers the activities of AJM Healthcare:

AJM Healthcare is the leading provider of NHS wheelchair services throughout the UK, specialising exclusively in wheelchair services.

We currently operate in the United Kingdom only.

Relevant policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

Whistleblowing policy: We encourage all our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

Employee code of conduct: Our code makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

Supplier code of conduct: We are committed to ensuring that our suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. We work with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. If suppliers or subcontractors are found to be in violation of the Supplier Code of Conduct then we will take corrective action to address any deficiencies/ violations identified. We reserve the right to terminate our relationship with any supplier for failure to comply with the Supplier Code of Conduct.

Safer recruitment policy: We use only specified, reputable employment agencies to source labour and always verifies the practices of any new agency we use before accepting workers from that agency. This takes the form of a preferred suppliers list (PSL).

Due diligence

We undertake due diligence when considering taking on new suppliers and regularly review existing suppliers.

Our due diligence includes on-going assessment of modern-slavery risks, and we strive within our industry to influence and to encourage change where conditions of slavery may be persistent.

While as a company we do not perform routine audits of our suppliers if notice that a supplier is involved in these activities we will conduct an inquiry, or third-party audit if warranted and take appropriate action as required in law. Where an investigation is deemed necessary, we will ensure integrity of our investigations

Embedding respect for human rights and zero tolerance of modern slavery throughout the organisation remains a priority. We provide support material to staff via our intranet and notice boards as well as our communications and management meetings.

Training

We require all staff within our organisation to complete training on modern slavery.

Our modern slavery training covers:

- our business's purchasing practices, which influence supply chain conditions, and which should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage, or the provision of products by an unrealistic deadline.
- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available.
- 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 our organisation.
- what external help is available, for example through the Modern Slavery Helpline, Gangmasters and Labour Abuse Authority and "Stronger together" initiative.
- what messages, business incentives or guidance can be given to suppliers and other business partners and contractors to implement anti-slavery policies; and
- what steps our organisation should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from our supply chains.

This statement was approved on 21st February 2025 by our managing director, who will review and update it annually.

[Director's] signature:

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[Director's] name:

[Steve Peck]

Date:

[21/02/25]