



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

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1. INTRODUCTION

We are committed to improving our practices to combat modern slavery in our business. We take measures to ensure that our supply chains are free from slavery and human trafficking to the best of our abilities. This statement outlines the steps we have taken during the financial year 2022/23 to identify any potential modern slavery risks within our business structure and supply chain and to eliminate these risks.

2. ABOUT US

We are a SME providing project work, training hub support, and business support in the primary care and social care sectors.

Our annual turnover is under £36 million. Although we are not required to make a modern slavery statement under section 54 of the Modern Slavery Act 2015, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to identify risks and tackle modern slavery and human trafficking in our business and in our supply chains.

Our supply chains mainly consist of the following:

- Digital IT systems/software
- IT equipment for our staff
- Merchandise

3. POLICIES

Our commitment to ethical and integral conduct in all our business relationships is reflected in our Anti-slavery Policy. We strive to enforce effective systems and controls to prevent any occurrence of slavery and human trafficking in our supply chains. Additionally, we maintain an Adult Safeguarding Policy relevant to modern slavery, which we regularly review and update.

4. DUE DILIGENCE AND RISK ASSESSMENT

Our organisation is committed to complying with all relevant legislation regarding modern slavery, including the Modern Slavery Act 2015. We provide training to our employees and suppliers on identifying and reporting concerns related to modern slavery. We also communicate our expectations and commitment to ethical practices to our suppliers. We monitor our supply chain to ensure compliance with our policies and identify any areas for improvement. By implementing these measures, we aim to ensure that our supply chain is free from modern slavery and that we are conducting our business in an ethical and responsible manner.

We do not consider that we operate in a high-risk environment because the majority of our supply chain operates within the UK and comprises low-risk industries, such as 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.

5. EFFECTIVENESS

We use the following key performance indicators (KPIs) to measure how effective we have been at ensuring that slavery and human trafficking is not taking place in any part of our business:

- The percentage of suppliers and sub-contractors vetted for ethical labour practices.
- The number of inspections of direct suppliers and sub-contractors in our supply chains in the past year.
- The number of reported breaches in the past year.
- Percentage of staff receiving training on identifying and addressing the risk of slavery and human trafficking in our business and supply chains.

6. TRAINING

To promote a thorough understanding of the risks of modern slavery and human trafficking in our business and supply chains, we offer mandatory training to our staff. All employees are required to complete the following E-Learning for Health (E-Lfh) modules: Level 1 Equality, Diversity, and Human Rights, Level 1 Health, Safety, and Welfare, as well as Level 1 Safeguarding Adults. This training ensures that our staff is equipped to identify and address any potential risks of modern slavery and human trafficking in our business and supply chains.

7. CONTACT US

Questions, comments and requests regarding this modern slavery and human trafficking statement are welcomed and should be addressed to Melanie Ashdown (melanie@aimsol.co.uk) at Aim Solutions, 6 Pilsdon Close, London, SW19 6DR.