



Here4You Care Limited

Caring for You

Modern Slavery and Human Trafficking Policy Statement

Company Information

Here4You Care Ltd

Company Number: 15587616

Registered Office Address: 128 City Road, London, United Kingdom, EC1V 2NX

Date of Policy: September 1, 2025

Review Date: September 1, 2026

Introduction

Here4You Care Ltd is committed to upholding the highest standards of ethical conduct and human rights in all aspects of our operations. As a provider of care services, we recognise the vulnerabilities that may exist within the care sector, particularly for migrant

workers and those in domestic or supportive roles. Although we are not classified as a commercial organisation under the threshold requirements of the Modern Slavery Act 2015 (specifically Section 54, which applies to organisations with a total turnover of £36 million or more), we voluntarily adopt this policy to demonstrate our dedication to preventing modern slavery and human trafficking. This policy aligns with the principles of the Modern Slavery Act 2015 and serves as our slavery and human trafficking statement.

Definition of Modern Slavery

Modern slavery encompasses a range of severe human rights violations and forms of exploitation where individuals are coerced into working or living under exploitative conditions against their will. It involves coercion, control, abuse, threats, violence, deception, or manipulation. Key characteristics include:

- **Lack of consent:** Individuals are forced, deceived, or coerced into exploitation.
- **Control and ownership:** Perpetrators exert control over victims, treating them as property.
- **Exploitation:** Victims are used for economic or personal gain through labour or services.
- **Restriction of freedom:** Victims are denied the ability to make choices about their lives.

Contributing factors include poverty and inequality, conflict and displacement, weak rule of law, and demand for cheap labour. Common types of modern slavery relevant to our sector include:

- **Human trafficking:** Recruitment, transportation, or harbouring of individuals through force, fraud, or coercion for exploitation, such as labour or sexual trafficking.

- **Forced labour:** Compelling individuals to work under threat of punishment, often in agriculture, construction, domestic work, or care services.
- **Debt bondage:** Forcing individuals to work to repay inflated debts.
- **Domestic servitude:** Exploitation of workers in private homes, involving long hours, low or no pay, isolation, and control.
- **Sexual exploitation:** Coercion into sexual activities for others' benefit.
- **Child slavery:** Exploitation of children through labour, trafficking, or forced begging.
- **Criminal exploitation:** Forcing individuals into illegal activities, such as drug trafficking or theft.

In the care sector, vulnerabilities may arise from restrictive immigration policies, debt bondage among migrant workers, or exploitation in domestic settings.

Our Commitment

Here4You Care Ltd has a zero-tolerance approach to modern slavery and human trafficking in our operations, supply chains, and partnerships. We are dedicated to:

- Ensuring that no form of modern slavery occurs within our business or supply chains.
- Conducting due diligence to identify and mitigate risks.
- Providing training and support to our staff to recognise and report potential instances.
- Collaborating with stakeholders, including suppliers, regulators, and law enforcement, to combat modern slavery.
- Supporting victims through appropriate referrals and safeguards.

This commitment extends to all employees, contractors, suppliers, and partners associated with our organisation.

Scope

This policy applies to all aspects of Here4You Care Ltd's activities, including:

- **Our own operations:** Recruitment, employment practices, and service delivery in care provision.
- **Supply chains:** Procurement of goods and services, such as medical supplies, equipment, and agency staff.
- **Partnerships:** Collaborations with external providers, local authorities, and healthcare organisations.

As a care provider, our primary focus is on ethical recruitment and fair treatment of staff, many of whom may be vulnerable due to migration status or economic circumstances.

Responsibilities

- **Senior Management:** The Registered Manager, Terwase Richard Agwa, is responsible for overseeing the implementation of this policy, ensuring compliance, and approving annual reviews.
- **All Staff:** Employees must adhere to this policy, report suspicions of modern slavery, and participate in training.
- **Human Resources:** Conduct thorough checks during recruitment, including right-to-work verification and background screening, to prevent exploitation.
- **Procurement Team:** Assess suppliers for modern slavery risks and include anti-slavery clauses in contracts.

Risk Assessment and Due Diligence

We conduct regular risk assessments to identify potential areas of modern slavery within our operations and supply chains. This includes:

- Mapping our supply chains to understand suppliers and subcontractors.
- Evaluating high-risk areas, such as reliance on agency workers or international recruitment.
- Requiring suppliers to confirm their compliance with the Modern Slavery Act 2015 and provide their own statements where applicable.
- Performing audits and on-site visits where risks are identified.
- Terminating relationships with suppliers who fail to meet our ethical standards.

In the past financial year, we have taken steps such as reviewing recruitment agencies and incorporating anti-slavery requirements into contracts. No instances of modern slavery were identified, but we continue to monitor and manage risks.

Training and Awareness

All staff receive training on modern slavery as part of induction and annual refresher programs. This covers:

- Recognising signs of exploitation, such as restricted movement, poor living conditions, or fear of authorities.
- Reporting procedures.
- Our ethical policies and the broader context of human rights in the care sector.

Training effectiveness is measured through assessments and feedback.

Reporting Mechanisms

If modern slavery is suspected, reports should be made immediately without confronting suspects, to avoid risks. Internal reporting can be directed to the Registered Manager. External options include:

- Modern Slavery Helpline: 0800 0121 700 (24/7, confidential, anonymous).
- Emergency: Call 999 if there is immediate danger.
- Non-emergency: Call 101.

We encourage compassionate support for potential victims, including referral to the National Referral Mechanism (NRM) for identification and assistance.

Monitoring and Review

This policy will be reviewed annually or following significant changes in legislation or operations. Progress will be measured against key performance indicators, such as training completion rates and supplier compliance audits.

Approval

This policy has been approved by the board and signed by the Director.

Signed: *Agwa Terwase*

Terwase Richard Agwa

Position: Director

Date: September 1, 2025.