

MODERN SLAVERY STATEMENT

Unicorn Healthcare Agency Ltd

- Peninsula HR

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to *Unicorn Healthcare Agency Ltd* (referred to in this statement as ‘the Organisation’). The information included in the statement refers to the financial year 2025/2026

B) DEFINITIONS

The Unicorn Healthcare Agency Ltd considers that modern slavery encompasses:

- Human trafficking.
- Forced work, through mental or physical threat.
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse.
- Being dehumanised, treated as a commodity, or being bought or sold as property.
- Being physically constrained or to have restriction placed on freedom of movement.

C) COMMITMENT

The *Unicorn Healthcare Agency Ltd* acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Unicorn Healthcare Agency Ltd understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The *Unicorn Healthcare Agency Ltd* does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Unicorn Healthcare Agency Ltd in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Unicorn Healthcare strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom.

D) ORGANISATIONAL STRUCTURE

Unicorn Healthcare Agency Ltd is a UK-based healthcare staffing agency supplying temporary and contract staff including Registered Nurses, Healthcare Assistants, and Support Workers to care homes and healthcare providers.

The Organisation operates a structured management system led by the Director, supported by an operations Manager who oversees the day-to-day running of the business, including staff coordination, compliance monitoring, and client service delivery.

The Organisation operates from a centralised structure within the United Kingdom and supplies staff across London and surrounding regions.

The Organisation maintains a lean but effective structure including recruitment, compliance, and administrative functions to ensure safe and efficient service delivery.

E) SUPPLY CHAIN STRUCTURE

The Organisation’s supply chain primarily consists of:

- Recruitment of healthcare professionals (staff supply)

Unit 2 Franklins House, Perch Wasley Lane Oxfordshire OX26 6JU

Reg No: 17032476

- Training providers (e-learning and practical training)
- Compliance and background screening providers (e.g. DBS checks, right-to-work verification)

The Organisation ensures that all suppliers and partners operate within the legal and ethical frameworks required in the United Kingdom.

F) ORGANISATIONAL POLICIES

The Organisation operates the following policies to ensure compliance and ethical working practices:

- Safeguarding Policy
- Recruitment and Selection Policy
- Equal Opportunities Policy
- Whistleblowing Policy
- Health and Safety Policy
- Modern Slavery Policy

These policies support the Organisation's commitment to preventing modern slavery and ensuring staff are treated fairly and lawfully.

G) ASSESSING AND MANAGING RISK

The Organisation recognises that the main risks of modern slavery may arise within:

- Recruitment processes
- Use of temporary or agency staff
- Supply chain partnerships

However, due to operating within the UK healthcare sector and strict compliance checks, the Organisation considers its exposure to modern slavery risk to be relatively low.

The Organisation mitigates risk through strict compliance procedures, including identity verification, right-to-work checks, and ongoing monitoring of staff and suppliers.

H) DUE DILIGENCE IN RELATION TO MODERN SLAVERY

The Organisation carries out due diligence processes to ensure that modern slavery does not occur within its workforce or supply chain. These include:

- Verification of identity and right to work in the UK
- DBS (Disclosure and Barring Service) checks
- Qualification and reference checks
- Ongoing staff compliance monitoring
- Supplier due diligence and check

I) TRAINING

The Organisation provides training to staff to ensure awareness and prevention of modern slavery, including:

- Induction training
- Safeguarding training
- Equality and diversity training
- Whistleblowing awareness
- Ongoing compliance and refresher training

J) MONITORING AND EVALUATION

The Organisation monitors its effectiveness in preventing modern slavery through:

- Regular compliance audits
- Staff file checks
- Incident reporting systems
- Feedback from clients and workers
- Review of policies and procedures

K) STEPS

In accordance with Section 54(1) of the Modern Slavery Act 2015, the Organisation has taken the following steps:

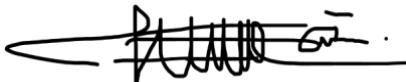
- Implemented strict recruitment and compliance checks
- Established policies to prevent exploitation
- Ensured transparency in staff engagement and payment
- Maintained a zero-tolerance approach to modern slavery

L) MODERN SLAVERY COMPLIANCE OFFICER

The Unicorn Healthcare Agency Ltd has a Modern Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Unicorn Healthcare Agency Ltd obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval by Board of Director Unicorn Healthcare Agency Ltd.



Signed.....

GBENGA OLUBADE

FOUNDER & NON-EXECUTIVE DIRECTOR

Date..... 17 | 03 | 2026