

Modern Slavery Statement: Shammah Healthcare Limited

Introduction:

Shammah Healthcare Limited is committed to upholding the highest ethical standards and preventing modern slavery and human trafficking in our business and supply chains. We are dedicated to providing a safe and dignified work environment for all our employees, care workers, and staff.

b. Policies:

- **Anti-Slavery Policy:** We have a zero-tolerance policy for slavery and human trafficking. This policy outlines our commitment to these issues and guides employees on identifying and reporting potential concerns.
- **Whistleblowing Policy:** We encourage employees and stakeholders to report any suspected slavery or human trafficking through a confidential whistleblowing hotline or designated reporting channels.

c. Due Diligence:

- **Supplier Code of Conduct:** Our suppliers must adhere to a code of conduct that prohibits slavery and human trafficking. This code outlines our expectations regarding labour practices and ethical sourcing.
- **Supplier Risk Assessments:** We conduct risk assessments on potential and existing suppliers, evaluating their commitment to ethical labour practices. This assessment may include questionnaires, audits for high-risk suppliers, and verification of recruitment practices.
- **Contractual Clauses:** Our contracts with suppliers include clauses that prohibit the use of forced labour or human trafficking. We reserve the right to terminate contracts with suppliers who violate these terms.

d. Risk Assessment & Management:

High-Risk Areas:

We recognise that certain areas of our business and supply chain have a higher risk of modern slavery, including:

- **Recruitment Agencies:** We partner with reputable recruitment agencies that demonstrate strong ethical recruitment practices.
- **Overseas Suppliers:** For any supplies sourced internationally, we conduct enhanced due diligence measures to assess the risk of exploitation in the supply chain.

Risk Management Steps:

- **Recruitment Practices:** We conduct thorough background checks on all employees and care workers. We verify identification documents and ensure fair and transparent recruitment practices throughout the process.

- **Training & Awareness:** We provide training to our staff on identifying signs of modern slavery and human trafficking. This includes understanding red flags in recruitment practices, worker exploitation, and restricted movement.
- **Monitoring & Reporting:** We have established channels for staff and stakeholders to report any concerns regarding potential slavery or human trafficking. We investigate all reported concerns promptly and take appropriate action.

e. Effectiveness:

We acknowledge that preventing modern slavery is an ongoing process. We measure our effectiveness through the following performance indicators:

- **Number of supplier risk assessments conducted.**
- **Completion rates of anti-slavery training for staff.**
- **Number of concerns reported and investigated.**
- **Zero tolerance for identified instances of slavery or human trafficking.**

f. Training & Capacity Building:

We offer comprehensive training to all staff, including:

- Identification of potential signs of modern slavery and human trafficking.
- Responsible recruitment practices and red flags to look for.
- Reporting procedures for suspected cases of modern slavery.

Conclusion:

Shammah Healthcare Limited remains committed to combating modern slavery and human trafficking in our business and supply chains. We will continue to review and improve our policies and procedures to ensure a safe and ethical work environment for all.

Further Information:

We encourage anyone with concerns about potential slavery or human trafficking to contact us through our confidential whistleblowing hotline or designated reporting channels.