



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

PHSSL Care Limited & PHSSL Staffing Limited

Our Commitment

PHSSL Care Limited and PHSSL Staffing Limited are committed to conducting our activities ethically, responsibly and with respect for the dignity, rights and wellbeing of every person.

We have a **zero-tolerance approach to modern slavery, human trafficking, forced or compulsory labour, servitude and exploitation** within our operations and the organisations and suppliers with whom we work.

This statement sets out our commitment to identifying, preventing and responding appropriately to risks of modern slavery and human trafficking.

Our Organisations

PHSSL Care Limited provides regulated personal care and support services, including personalised home-care services, hospital-discharge support, and supported-living support for individuals living in their own homes or tenancies, subject to assessment and the services PHSSL Care can provide.

PHSSL Staffing Limited provides recruitment and staffing solutions, connecting appropriately recruited and screened professionals with organisations requiring temporary or permanent workforce support.

Because our activities involve the recruitment, employment, placement and support of people, we recognise the importance of maintaining effective safeguards against exploitation and unethical employment practices.

Ethical Recruitment





PHSSL is committed to fair and transparent recruitment.

Our recruitment processes are intended to help ensure that workers are recruited lawfully and treated with dignity and respect.

We aim to:

- Undertake appropriate identity and right-to-work checks.
- Verify relevant employment and professional information as appropriate to the role.
- Undertake appropriate DBS and safer-recruitment checks where required.
- Provide workers with clear information regarding their role and applicable terms.
- Promote fair treatment throughout recruitment and employment.
- Take concerns about exploitation, coercion or inappropriate recruitment practices seriously.

PHSSL does not tolerate recruitment practices involving forced labour, coercion, trafficking or exploitation.

Recruitment Fees

PHSSL does not require candidates to pay recruitment fees to PHSSL in order to obtain employment or an assignment.

Workers should not be subjected to improper financial demands, coercion or arrangements that create dependency or increase their vulnerability to exploitation.

Any concerns about inappropriate recruitment practices should be reported to PHSSL management.

Right to Work and Sponsorship

PHSSL undertakes appropriate right-to-work checks as part of its recruitment procedures.

Where our current vacancies require applicants already to hold the appropriate legal right to work in the United Kingdom, this is communicated clearly during recruitment.





PHSSL Care Limited and PHSSL Staffing Limited are not currently offering Certificate of Sponsorship (CoS) or visa sponsorship for current vacancies. Applicants must already have the appropriate legal right to work in the United Kingdom.

No candidate should make payments to an individual claiming that they can obtain a PHSSL Certificate of Sponsorship or employment opportunity in exchange for money.

Suspected fraudulent recruitment activity using the PHSSL name should be reported directly to us.

Our Workforce

We are committed to promoting a working environment in which people are treated fairly and with dignity.

We do not tolerate:

- Forced or compulsory labour
- Human trafficking
- Servitude
- Threats or coercion
- Unlawful withholding of wages
- Unlawful restriction of a worker's freedom
- Exploitation of vulnerable workers
- Retention of workers' identity documents as a means of control
- Discrimination, harassment or victimisation
- Recruitment practices designed to create inappropriate financial dependency

Workers are encouraged to raise concerns without fear of inappropriate retaliation.

Suppliers and Business Partners

We expect organisations, contractors, suppliers and other business partners working with PHSSL to conduct their activities ethically and in accordance with applicable laws.

Where appropriate and proportionate to the nature of the relationship and identified risk, PHSSL may seek information or assurances regarding a supplier's approach to modern slavery, employment practices and worker protection.





Serious concerns may result in further investigation, escalation or reconsideration of the business relationship.

Identifying Risk

We recognise that modern slavery risks can arise in labour-intensive sectors and recruitment and supply chains, particularly where workers may be vulnerable because of financial pressure, insecure employment, immigration circumstances, language barriers or reliance upon third parties.

We therefore aim to remain alert to indicators such as:

- A person appearing to be controlled by another individual
- Evidence of coercion or threats
- Unexplained deductions or financial arrangements
- Someone being unable to access their own identity documents
- Signs that a worker is being forced to work
- Unusual dependence upon a third party
- Concerns regarding accommodation linked to exploitation
- Workers appearing fearful about discussing their circumstances
- Suspected trafficking or exploitation

The presence of an indicator does not automatically establish that modern slavery has occurred, but concerns should be taken seriously and appropriately escalated.

Safeguarding

Safeguarding is particularly important within PHSSL Care because our professionals may work with adults who have care and support needs.

Where a modern slavery concern also constitutes a safeguarding concern, PHSSL will follow the appropriate safeguarding procedures and work with relevant authorities or agencies where required.

Where there is an immediate risk to life or safety, appropriate emergency procedures should be followed.





Training and Awareness

We aim to promote awareness among relevant managers and staff so that they understand:

- What modern slavery and human trafficking may look like
- Potential warning signs
- Their responsibility to report concerns
- Appropriate internal escalation procedures
- The importance of ethical recruitment and safeguarding

Training and awareness arrangements will be reviewed in accordance with organisational needs and identified risks.

Reporting a Concern

Anyone working for, receiving services from, supplying services to or otherwise engaging with PHSSL may raise a concern about suspected modern slavery, exploitation or unethical recruitment practices.

Concerns should be reported to the appropriate PHSSL manager through our published contact arrangements.

Reports will be treated seriously and handled appropriately, with confidentiality maintained as far as reasonably possible.

No person should knowingly suffer inappropriate retaliation for raising a genuine concern in good faith.

Monitoring and Continuous Improvement

PHSSL is committed to reviewing its approach as the organisations develop.

We will seek to strengthen our arrangements through:

- Reviewing recruitment and employment practices
- Monitoring relevant risks
- Reviewing concerns and incidents
- Maintaining appropriate policies and procedures





- Promoting staff awareness
- Reviewing relevant suppliers and business relationships where appropriate
- Learning from emerging guidance and good practice

Governance and Responsibility

Responsibility for promoting this commitment rests with the leadership and management of PHSSL Care Limited and PHSSL Staffing Limited.

Managers are expected to support the implementation of appropriate recruitment, safeguarding, employment and procurement practices within their areas of responsibility.

Review

This statement will be reviewed periodically and updated as needed to reflect changes in our organisations, operations, identified risks, or applicable legal and regulatory requirements.

Approved by: _____

Position: Director

Signature: _____

Date approved: _____

Next review date: _____

PHSSL Care Limited

Caring Beyond Expectations.

PHSSL Staffing Limited

Beyond Care. Quality Staffing. Better Outcomes.

