PHSSL GROUP

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

PHSSL Group is the umbrella website and trading presentation for separate legal businesses, including PHSSL Care Limited and PHSSL Staffing Limited. Where you contact or use a service of a particular PHSSL company, that company is responsible for the relevant service and its legal obligations.

1. Statement of commitment

PHSSL Group businesses oppose slavery, servitude, forced or compulsory labour, human trafficking and exploitation. We seek to act ethically in recruitment, employment, purchasing and business relationships and expect comparable standards from workers, contractors and suppliers.

2. Our businesses and risk awareness

Our activities include care and staffing services. We recognise that labour supply, agency work, outsourced services and supply chains can create risks of exploitation if recruitment, identity, right-to-work, pay, working arrangements or supplier practices are not appropriately controlled.

3. Measures we seek to apply

Our measures include safer and transparent recruitment practices; appropriate identity and right-to-work checks; clear employment or assignment information; routes to raise concerns; safeguarding and whistleblowing arrangements; proportionate expectations for suppliers and business partners; and escalation of suspected exploitation where necessary.

4. Raising concerns

Anyone who suspects modern slavery or exploitation connected with a PHSSL business should report the concern promptly. Where a person is in immediate danger, emergency services should be contacted.

5. Transparency status

This is a voluntary public statement of the PHSSL businesses' approach unless and until a particular legal entity is required to publish a statutory annual statement under section 54 of the Modern Slavery Act 2015. Where a statutory reporting duty applies, the responsible legal entity will publish the required annual statement in its own name and obtain the required approval and sign-off.

6. Responsibility

Directors and managers are responsible for promoting these commitments within their respective PHSSL legal entities and for reviewing relevant risks and controls.

Approval and Sign-off

This public website document has been reviewed and approved for publication on behalf of the relevant PHSSL businesses.

Approved by	Lade Awosika
Position	Director
Approval method	Approved electronically by Lade Awosika, Director
Approval date	September 2026
Next review	September 2027

Electronic approval is recorded above. No handwritten signature or signature image is required on the public website copy.