

1. Purpose

NeurophysCare LTD is committed to preventing modern slavery and human trafficking in all aspects of our operations and supply chains. We uphold the principles of the Modern Slavery Act 2015 and strive to ensure transparency, fairness, and ethical conduct in all our business dealings.

2. Scope

This policy applies to:

- All employees, contractors, and subcontractors.
- All suppliers and service providers.
- All clinical and non-clinical operations, including insourced services under NHS frameworks.

3. Our Commitment

We will:

- Ensure no form of forced labour, slavery, servitude, or human trafficking is present in our business or supply chains.
- Conduct due diligence on suppliers and subcontractors.
- Provide training and awareness to staff on identifying and reporting concerns.
- Maintain clear reporting mechanisms for suspected breaches.

4. Due Diligence and Risk Assessment

We assess risks by:

- Reviewing supplier compliance with ethical standards.
- Auditing subcontractor practices, especially in clinical service delivery.
- Ensuring recruitment practices are fair, transparent, and compliant with UK employment law.

5. Training and Awareness

All staff receive training on:

- Recognising signs of modern slavery.
- Reporting mechanisms within NeurophysCare.
- Legal obligations under the Modern Slavery Act.

6. Reporting and Whistleblowing

We encourage reporting of concerns through:

- A confidential whistleblowing channel.
- Direct reporting to the Compliance Officer.
- Assurance of protection against retaliation.

7. Monitoring and Review

This policy is reviewed annually or upon significant changes in legislation or operations. Compliance is monitored through internal audits and supplier reviews.

8. Responsibility

The Compliance Officer is responsible for:

- Implementing this policy
- Ensuring staff and supplier adherence.
- Reporting annually on modern slavery compliance.