



## Nurseplus and Carer Plus UK Limited

### Modern Slavery Statement

**Financial Year 1<sup>st</sup> October 2024 to 30<sup>th</sup> September 2025**

#### **Introduction**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the modern slavery and human trafficking statement of Nurseplus and Carer Plus UK Limited for the financial year ending 30<sup>th</sup> September 2025.

The organisation has a zero tolerance approach to modern slavery, servitude, forced labour and human trafficking. We are committed to acting ethically and with integrity in all business dealings and to implementing and enforcing effective systems and controls to mitigate the risk of modern slavery taking place within our business or supply chains.

This statement outlines the steps taken during the financial year to prevent modern slavery and human trafficking.

#### **Our Organisation**

Nurseplus and Carer Plus UK Limited operate as a national provider of temporary and permanent healthcare staffing services across the United Kingdom. We recruit, employ and supply care workers, nurses and support staff into domiciliary and residential care environments.

Our supply chains primarily consist of:

- Office and IT service providers
- Payroll and finance systems providers
- Recruitment technology and job board providers
- Training providers
- Suppliers of healthcare related equipment

As a labour provider operating within the healthcare sector, we recognise that our principal area of risk is within recruitment, onboarding and workforce management processes, particularly where workers may be vulnerable or reliant on employment for visa or income stability.

#### **Governance and Accountability**

Responsibility for modern slavery compliance sits at Board level. Oversight of policy implementation, audit activity and safeguarding concerns is managed operationally through the Quality and Compliance function.

The Board receives updates relating to:

- Safeguarding activity
- Whistleblowing reports
- Internal audit outcomes
- Regulatory compliance findings
- Training completion rates

No incidents of modern slavery or human trafficking were identified during the reporting period.

#### **Policies and Internal Controls**

We maintain a framework of policies designed to mitigate the risk of modern slavery and protect workers and service users. These include:

- Recruitment and Selection Policy including robust right to work verification in line with Home Office guidance
- Safeguarding Policy
- Whistleblowing Policy
- Code of Business Conduct
- Equality, Diversity and Inclusion Policy
- Disciplinary and Grievance Procedures

Right to work checks are completed prior to engagement and are verified in accordance with current UK legislation. Personnel files are subject to internal quality audit.

Safeguarding procedures provide clear escalation routes where concerns arise regarding worker welfare or service user safety.

Whistleblowing mechanisms enable staff to raise concerns confidentially without fear of detriment.

## **Due Diligence and Risk Management**

Due diligence is applied:

- At worker onboarding stage
- Throughout employment
- During branch level compliance audits
- Within supplier onboarding processes

All branches are subject to internal quality assurance audits. These audits assess compliance with regulatory and legislative requirements, including recruitment documentation, right to work checks and safeguarding processes.

Where suppliers are engaged, we seek to work with reputable organisations operating within the UK and expect compliance with applicable legislation, including the Modern Slavery Act 2015.

We recognise that risks may arise where individuals are financially vulnerable, reliant on employment sponsorship or working within complex supply chains. These risks are mitigated through structured onboarding, supervision, safeguarding training and audit.

## **Training and Awareness**

Modern slavery awareness forms part of mandatory training for relevant staff. Training includes:

- Recognition of indicators of modern slavery
- Safeguarding reporting routes
- Escalation procedures
- Worker welfare responsibilities

Recruitment and branch teams are trained to identify potential signs of coercion, document retention by third parties or unusual financial arrangements.

## **Monitoring and Performance**

We monitor effectiveness through:

- Internal branch audit outcomes
- Review of safeguarding concerns
- Review of whistleblowing reports
- Monitoring of right to work compliance
- Oversight of training completion

Where gaps are identified, corrective actions are implemented and monitored through the Quality and Compliance function.

## **Continuous Improvement**

During the financial year 2025/26 we will:

- Continue mandatory modern slavery awareness training
- Strengthen supply chain due diligence where appropriate
- Review recruitment controls in line with regulatory updates
- Maintain Board oversight of safeguarding and compliance reporting
- Review policy framework to ensure alignment with current legislation

This document will be reviewed annually as a minimum following the financial year end.

## **Approval**

This statement was approved by the Board of Directors of Nurseplus and Carer Plus UK Limited and is signed on its behalf.

Signed: *Robert Brady*

Name: Robert Brady

Title: Director of Human Resources

For and on behalf of the Board

Date: 20<sup>th</sup> February 2026