



Phoenix All Care Ltd

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Modern Slavery Statement - Phoenix All Care Ltd

Phoenix All Care Ltd is a reputable healthcare organisation specialising in Domiciliary Care and Supported Living Services, operating across regions in England and Wales. Our commitment to delivering excellent healthcare services is deeply rooted in our core values of integrity, compassion, and ethical responsibility. We recognise our duty to address issues related to modern slavery and human trafficking and are committed to taking proactive steps to prevent such practices within our organisation and supply chains.

Organisational Overview: Phoenix All Care Ltd is a reputable provider of healthcare services, including Domiciliary Care and Supported Living Services, delivering essential support to vulnerable individuals requiring care and assistance. With a strong presence across regions in England and Wales, our mission is to improve the lives of those we serve by offering compassionate, person-centred care that fosters well-being, independence, and dignity.

Supply Chains: Our supply chains are crucial in delivering high-quality healthcare services. We work with a wide network of suppliers and partners who are key to providing essential resources, equipment, and materials needed for our operations. Understanding the importance of our supply chains, we are committed to ensuring that modern slavery and human trafficking are completely excluded from them.

Policies and Commitments: Phoenix All Care Ltd has developed a strong framework of policies and commitments aimed at preventing and addressing modern slavery and human trafficking.

- 1. Anti-Slavery and Human Trafficking Policy:** Our comprehensive Anti-Slavery and Human Trafficking Policy reflects our steadfast commitment to eradicating modern slavery and human trafficking. It details the principles and standards we uphold in our business operations and supply chains. This policy is regularly reviewed and updated to stay aligned with emerging best practices and legislative changes.
- 2. Code of Conduct:** Our Code of Conduct functions as a guiding document for all employees, suppliers, and partners. It explicitly forbids any involvement in or support for modern slavery, child labour, or human trafficking.

Due Diligence Processes: At Phoenix All Care Ltd, we recognise that thorough due diligence is vital for identifying and reducing risks associated with modern slavery. Our procedures include:

- 1. Supplier Assessments:** We carry out thorough evaluations of our suppliers to ensure their commitment to preventing modern slavery. We prioritise working with suppliers who share our values and uphold ethical business practices.

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2. **Risk Assessments:** We regularly evaluate different parts of our business and supply chains where there could be a risk of modern slavery and human trafficking. This enables us to focus our efforts on the highest-risk areas and implement appropriate measures to mitigate them.

Risk Mitigation: To reduce the risks related to modern slavery and human trafficking, we have put in place a range of measures.

1. **Supplier Audits:** Our organisation conducts on-site supplier audits to verify compliance with our Anti-Slavery and Human Trafficking Policy. These audits are performed by trained professionals who evaluate labour practices, working conditions, and other relevant factors.
2. **Contractual Agreements:** We include clauses in our supplier contracts that explicitly require compliance with our Anti-Slavery and Human Trafficking Policy.

Effectiveness and Performance Indicators: Phoenix All Care Ltd remains committed to continuously monitoring and assessing our efforts to combat modern slavery:

1. **Incident Reporting:** We encourage employees and stakeholders to report any concerns related to modern slavery. These reports are thoroughly investigated, and corrective actions are taken when necessary.
2. **Audit Results:** The outcomes of supplier audits are regularly reviewed to ensure compliance and identify opportunities for improvement.

Training and Capacity Building: We are committed to raising awareness and enhancing the capabilities of our employees and supply chain partners.

1. **Employee Training:** We deliver extensive training to all staff to help them recognise and respond to modern slavery risks. Training is regularly revised to include updates in legislation and best practices.
2. **Supplier Engagement:** We work with our suppliers to improve their ability to manage modern slavery risks. This might involve sharing best practices, offering training resources, or joining in joint initiatives.

Authorised by:



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