

## **Modern Slavery and Human Trafficking Statement 2025**

### **Introduction**

Abitol Services Limited is fully committed to preventing modern slavery and human trafficking in all parts of our business and supply chains. We uphold the highest standards of ethical conduct and human rights, and we expect the same commitment from all our suppliers and partners. This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and outlines the actions we have taken to ensure that slavery and human trafficking do not occur within our organisation or our wider supply chains.

Abitol Services Limited is a provider of community-based health and social care services, specialising in supporting adults and children with complex care, learning disabilities, mental health conditions, and complex support needs. Based in London, we operate in multiple locations across the UK. Our supply chains include providers of staff training, personal protective equipment (PPE), IT support, office supplies, and property maintenance services.

We have a clear Modern Slavery Policy that reflects our commitment to acting ethically and with integrity in all our business relationships. It sets out our zero-tolerance stance and outlines how employees, contractors, and suppliers must behave to prevent modern slavery in our organisation and wider operations. The policy is reviewed annually to ensure its continued effectiveness and relevance.

Abitol Services Limited undertakes robust due diligence on all relevant new suppliers according to the Modern Slavery Act, requiring them to complete a Modern Slavery Self-Assessment Questionnaire. This includes questions on labour practices, use of subcontractors, and adherence to employment laws. We include specific clauses in supplier contracts, requiring compliance with the Modern Slavery Act. Where necessary, we seek additional assurances from suppliers, particularly those operating in sectors or regions deemed to be higher risk.

While the risk of modern slavery within our direct workforce is low due to our strong safe recruitment and HR practices, we recognise potential risks in parts of our supply chain such as PPE procurement and agency staffing. To manage this, we prioritise sourcing from UK-based, accredited suppliers, and we audit high-risk providers annually. For example, when sourcing PPE during the pandemic, we ensured our suppliers provided transparency around their supply chains and ethical sourcing certifications. We also have a Recruitment policy and procedure that prioritises Safe Recruitment, and other relevant policies including Retention of Staff, Whistleblowing Policy, Staff Wellbeing, etc.

To monitor our effectiveness in combatting modern slavery, we track the following indicators:

100% completion of supplier self-assessments, annual policy reviews, staff training completion rates, and supplier audit outcomes. No instances of modern slavery have been reported to date within our operations or supply chain.

All employees, including management, receive mandatory annual training on modern slavery and human trafficking. This covers recognising signs of exploitation, safe reporting procedures, and maintaining ethical practices. Training is delivered through accredited partners and in-house trainers ensuring that knowledge is up-to-date and practical.

Abitol Services Limited remains vigilant and proactive in protecting the rights and freedoms of individuals, and we are committed to continually strengthening our processes to eradicate the risks of modern slavery and human trafficking.