

Anti-Slavery Statement

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Review Schedule	Every Year
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Owner Responsibility	Wendy Harrison, Chief Executive Officer

Modern Slavery Statement

Unlimit Health is committed to improving our practices to combat slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the “Act”) and constitutes Unlimit Health’s slavery and human trafficking statement in relation to the financial year that ended 31 March 2024.

Our business

Unlimit Health is a UK based charity registered with the Companies House (Company no. 11775313) and the Charity Commission (Charity no. 1182166).

Unlimit Health is committed to ensuring modern slavery is not present in its supply chains and will continue to develop policy and procedures to manage the way it obtains goods and services to keep its supply chains robust and free from modern slavery. This statement is designed to satisfy the requirements of Part 6 of the Modern Slavery Act 2015, by informing our, staff and partners about Unlimit Health and its policy with respect to modern slavery, human trafficking, forced and bonded labour and labour rights violations in its supply chains.

Our Categories

Unlimit Health’s supply chains mainly fall under the following categories:

1. Professional and operational goods and services
2. Information and communications technologies equipment
3. Office supplies
4. Technical and medical equipment and services
5. Laboratory equipment and consumables

Due diligence

The supply chain of Unlimit Health includes diverse suppliers, including suppliers of goods and services that directly support our activities, and suppliers of indirect goods and services not directly related to these activities. In order to identify and mitigate risk in the supply chain, there are systems in place to identify and assess potential risk areas and mitigate the risk of slavery and human trafficking occurring in the supply chain.



More specifically:

- Unlimit Health has a robust procurement policy, which requires suppliers to complete a due diligence questionnaire for all major contracts exceeding £100,000. This questionnaire requires suppliers to confirm that they are compliant with the Act, and allows for potential rejection on the grounds of convictions under the Act;
- all Unlimit Health preferred suppliers have to confirm annually that no convictions have occurred in relation to the Act, or if a conviction has occurred that appropriate steps have been taken to rectify the identified issues.
- Unlimit Health's code of conduct includes a specific prohibition against commercially exploitative activities with children or adults at risk. If a supplier is found to be in breach of the code, Unlimit Health may immediately terminate the contract or arrangement with the supplier.
- Unlimit Health requires its country partners:
 - (i) to comply with any applicable anti-slavery regulations and frameworks including:
 - the ILO Forced Labour Conventions (Nos. 29 and 105) and the Protocol of 2014;
 - the UN Guiding Principles on Business and Human Rights; and
 - the African Charter on Human and Peoples' Rights, especially Article 5; and
 - (ii) not to engage in any activity, practice, or conduct that would constitute an offence under sections 1, 2 or 4 of the Modern Slavery Act 2015 if such activity, practice or conduct were carried out in the United Kingdom;
- Unlimit Health ensures that all of its workers are eligible to work in the UK. The majority of workers are employed directly; where on occasion agency workers are utilised, the same checks are undertaken by the agency.
- Unlimit Health ensures it pays all its staff at or above the National Living Wage. It has clear policies on 'grievance' and 'whistleblowing'. The Employee Assistance Programme also provides staff with a secure way of seeking advice about any modern slavery or human trafficking issues personally affecting them or their families.

Communication and awareness of this policy

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, will be provided as necessary. Our zero-tolerance approach to modern slavery will be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Further steps

We will review the effectiveness of the steps we have taken annually to ensure that there is no slavery or human trafficking in our supply chains.

Further References

<https://www.modernslaveryregistry.org/>
[Publish an annual modern slavery statement - GOV.UK](#)