

AJM Healthcare

Slavery and Human Trafficking Statement

Financial Year 2023/24

1. Introduction

AJM Healthcare understands modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

This modern slavery and human trafficking statement is issued in accordance with, and in support of, section 54 of the Modern Slavery Act 2015 and references the financial year 2023/24.

2. Our organisation

We are a national service provider to the NHS and local authorities for wheelchair services, specialist seating products and other services. We also control Active Design, which manufactures specialist seating and wheelchair products for the NHS and social services.

3. Our approach

As part of our culture of good governance for good business, we have adopted a zero tolerance approach to modern slavery and are fully committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

To reinforce this commitment, we have published an Anti-Slavery and Human Trafficking Policy which is supported by our Incident Reporting, Safeguarding and Whistleblowing policies. Policies are reviewed and updated annually.

4. Due Diligence / Risk Assessment and Management

Modern slavery due diligence is a structured process to identify and address risks of modern slavery occurring in a company's operations and supply chains. The goal is to prevent, mitigate, and remediate risks to people, such as forced labour and exploitation.

Risk assessments are conducted on key supply chains, using a questionnaire, interview and site visit where applicable.

Risks are managed through on-going monitoring through our supplier engagement and Service Level Agreement systems, safeguarding and quality systems.

5. Effectiveness in ensuring that slavery and human trafficking is not taking place

We are confident that during the financial year in question our audit teams, procurement specialists and governance systems and processes are robust and have been effective in ensuring that slavery and human trafficking is not taking place.

6. Training about slavery and human trafficking

We provide full anti-modern slavery and human trafficking training at induction and provide information on how to report any concerns.

This is delivered to all staff including temporary, short term and contract staff and is refreshed annually.

7. Reporting to recognized authorities

AJM will report such instances as appropriate, to the police, safeguarding bodies, professional bodies (where appropriate), and the modern slavery helpline 'Unseen' who operate a UK-wide 24/7 Modern Slavery Helpline that victims, employers and members of the public who may encounter modern slavery can call for expert support and advice on 08000 121700.

8. Supply chains

We recognise that we have an extensive supply chain and continually procure goods and services from a range of suppliers, subcontractors and partners, each of which will have their own subcontractors and associated entities. As a result, we have numerous supply chain relationships across many countries, including the United Kingdom (UK), European Union (EU), USA, China and Japan.

To mitigate against any non-compliance relating to the Modern Slavery Act 2015 by our suppliers, we undertake annual supplier questionnaires, which include requesting their own slavery and human trafficking statements, and we specify compliance with the Act within our key supplier agreements. These agreements are further scrutinised by internal and external audits and visits to manufacturing sites.

9. Our commitment

We expect all organisations who have, or seek to have, a business relationship with AJM Healthcare, to adhere to the Act and our zero tolerance approach to modern slavery. We will therefore take immediate and decisive action against violations by any of our business partners which may include reporting them to the authorities, self-cleaning remediation plans or termination of contracts.

This statement will be reviewed and updated annually.



Stephen Peck
Managing Director

AJM Healthcare
3 April 2024