



# Modern Slavery and Human Trafficking Statement

**Financial year covered:** Financial year ended 31 August 2025

**Statement approved on:** 26 August 2026

**Effective date:** 26 August 2026

**Review date:** 26 August 2027

## 1. Our Commitment

Woodward Healthcare Limited ("Woodward", "we", "our" or "us") is committed to conducting its business ethically, responsibly and with integrity.

We have a zero-tolerance approach to modern slavery, human trafficking, forced or compulsory labour, bonded labour and all other forms of exploitation. We are committed to respecting human rights and taking appropriate steps to prevent modern slavery from occurring within our business operations and supply chains.

This statement is made pursuant to **Section 54 of the Modern Slavery Act 2015** and describes the steps Woodward Healthcare Limited took during the financial year ended **31 August 2025** to identify, prevent and manage the risks of modern slavery and human trafficking within our business and supply chains.

We recognise that modern slavery can occur in any sector and that healthcare and social care organisations may face risks associated with recruitment, agency workers, migrant workers, labour providers and third-party suppliers.

## 2. About Woodward Healthcare Limited

Woodward Healthcare Limited is a UK-based healthcare provider delivering care and support services, including domiciliary care, supported living, semi-independent support and staffing solutions.

We work with local authorities, healthcare organisations and private clients to provide compassionate, person-centred care while maintaining high professional, ethical and safeguarding standards.

Our supply chain is relatively limited and primarily comprises suppliers, contractors, recruitment and staffing partners, and providers of goods and services required to support our healthcare and operational activities.

We recognise that modern slavery risks may arise both within a direct workforce and through third parties engaged in the recruitment or provision of labour and services. We therefore maintain controls proportionate to the nature and scale of our operations.

## 3. Policies and Governance

Woodward maintains policies and procedures designed to support ethical working practices, protect workers and provide appropriate mechanisms for identifying and responding to concerns.

- Recruitment and Selection Policy;
- Safer Recruitment Procedures;
- Safeguarding Adults Policy;

- Whistleblowing Policy;
- Equality, Diversity and Inclusion Policy;
- Code of Conduct; and
- Disciplinary Policy.

Staff have access to relevant policies and procedures through the **Woodward Care Hut App**, helping to ensure that current guidance and reporting procedures are readily available.

These policies are reviewed periodically and are intended to ensure that employees are treated fairly, safeguarding concerns are identified and escalated appropriately, and concerns relating to exploitation, forced labour or modern slavery can be reported and investigated.

Overall responsibility for the implementation, maintenance and monitoring of Woodward's modern slavery controls rests with **Weyinmi Omolola, Care Manager**.

Material concerns relating to modern slavery are escalated appropriately to senior management and, where necessary, relevant external authorities.

## 4. Recruitment and Employment Practices

Woodward recognises recruitment and employment practices as areas requiring appropriate controls to reduce the risk of labour exploitation.

- verification of employees' identity and right to work in the United Kingdom;
- appropriate pre-employment checks, including DBS checks where required;
- safer recruitment procedures appropriate to the role;
- monitoring of staff working hours;
- monitoring of salary and payment arrangements;
- monitoring of staff wellbeing;
- ensuring that employment is entered into voluntarily;
- ensuring that employees are not charged recruitment fees as a condition of employment;
- payment of employees in accordance with applicable UK employment legislation, including National Minimum Wage and National Living Wage requirements; and
- providing employees with access to relevant policies and reporting procedures.

Woodward does not tolerate the retention of workers' identity documents, threats, coercion, forced labour, worker-paid recruitment fees or practices intended to unlawfully restrict an individual's freedom to work or leave employment.

Where recruitment agencies or other labour providers are used, Woodward expects them to operate lawfully and ethically and to comply with applicable employment, safeguarding and modern slavery requirements.

## 5. Supply Chain and Due Diligence

Woodward expects suppliers, contractors and recruitment or staffing partners to share our commitment to preventing modern slavery and human trafficking.

During the reporting period, Woodward maintained proportionate controls in relation to its workforce and relevant third-party relationships.

- right-to-work verification;
- monitoring of staff working hours;
- monitoring of salary and payment arrangements;
- monitoring of staff wellbeing;

- appropriate recruitment and pre-employment checks;
- use of trusted and reputable providers where third parties were required; and
- review of concerns where any employment, safeguarding or welfare issue arose.

These controls help Woodward identify indicators that could suggest exploitation, coercion, excessive working hours, unlawful employment practices or other circumstances potentially associated with modern slavery.

Where a concern relating to a supplier, contractor or labour provider is identified, Woodward will assess the circumstances, take appropriate corrective action and prioritise the safety and wellbeing of any potentially affected worker.

## 6. Modern Slavery Risk Assessment

Woodward maintains a modern slavery risk assessment under the responsibility of **Weyinmi Omolola, Care Manager**.

- recruitment and employment practices;
- right-to-work compliance;
- staff working hours;
- salary and payment arrangements;
- staff wellbeing;
- safeguarding and whistleblowing concerns; and
- relevant supplier, contractor and labour-provider relationships.

**No specific modern slavery risks or incidents were identified during the reporting period.**

This does not remove the need for continued vigilance. Woodward continues to maintain and review its risk assessment and controls so that emerging risks can be identified and addressed promptly.

The Care Manager is responsible for maintaining the risk assessment and ensuring appropriate controls remain in place.

## 7. Training and Awareness

Woodward recognises that staff awareness is an important part of identifying and preventing modern slavery, exploitation and human trafficking.

During the reporting period, **three members of staff completed full relevant training** covering safeguarding, compliance and the identification and reporting of concerns associated with exploitation and modern slavery.

- indicators of modern slavery and exploitation;
- safeguarding responsibilities;
- recognising signs of abuse or exploitation;
- how to raise concerns;
- whistleblowing arrangements;
- protection of vulnerable individuals; and
- escalation and reporting procedures.

**Refresher training is undertaken annually.**

Staff also have ongoing access to relevant policies and procedures through the **Woodward Care Hut App**, supporting continued awareness of their responsibilities and the appropriate procedures for reporting concerns.

## 8. Reporting, Investigation and Remediation

Woodward encourages employees, service users, suppliers, contractors and members of the public to raise concerns where they suspect modern slavery, human trafficking, forced labour or exploitation.

Concerns may be raised through management, safeguarding procedures or the Company's Whistleblowing Policy.

All concerns will be assessed and investigated appropriately. Where a potential victim is identified, Woodward will prioritise the individual's immediate safety, wellbeing and safeguarding needs and, where appropriate, work with relevant statutory authorities and specialist organisations.

- immediate safeguarding measures;
- escalation to senior management;
- appropriate internal investigation;
- referral to relevant authorities;
- appropriate support and protection for affected individuals;
- corrective action involving suppliers or labour providers;
- review of relevant policies and controls; and
- measures designed to prevent recurrence.

Woodward will take a victim-centred approach when responding to confirmed or suspected cases and will consider appropriate remediation for affected individuals.

**No cases or concerns relating to modern slavery or human trafficking were reported or identified during the financial year ended 31 August 2025.**

## 9. Monitoring and Effectiveness

Woodward monitors its policies and controls to assess their effectiveness in identifying and reducing the risk of modern slavery.

- right-to-work compliance;
- staff working hours;
- salary and payment arrangements;
- staff wellbeing;
- completion of relevant staff training;
- safeguarding and whistleblowing reports;
- modern slavery concerns raised or identified; and
- ongoing maintenance of the modern slavery risk assessment.
- three members of staff completed full relevant training;
- annual refresher training arrangements were maintained;
- staff had access to relevant policies through the Woodward Care Hut App;
- right-to-work, working-hours, salary and staff-wellbeing controls were undertaken;
- no specific modern slavery risks were identified; and
- no cases or concerns relating to modern slavery or human trafficking were reported or identified.

These measures provide Woodward with a basis for monitoring its controls and identifying areas requiring further action or improvement.

## 10. Continuous Improvement

Woodward is committed to continually reviewing and improving its approach to preventing modern slavery and human trafficking.

- maintain and review its modern slavery risk assessment;
- continue monitoring right-to-work compliance, staff working hours, salary arrangements and staff wellbeing;
- review relevant policies and procedures;
- continue annual refresher training;
- maintain staff access to policies and reporting procedures through the Woodward Care Hut App;
- continue monitoring recruitment and employment practices;
- review safeguarding and whistleblowing mechanisms; and
- respond to any emerging modern slavery risks or concerns identified through monitoring, reporting or risk assessment.

Our approach will continue to develop in line with our business activities, identified risks and applicable legal and regulatory guidance.

## 11. Approval and Signature

This statement has been prepared with regard to **Section 54 of the Modern Slavery Act 2015** and applicable Home Office guidance.

The statement was approved on **26 August 2026**.

Signed: \_\_\_\_\_

**Weyinmi Omolola**

**Care Manager**

**Date: 26 August 2026**



**Section 54 sign-off note:** If Woodward Healthcare Limited is legally required to publish a statement under Section 54, the statement should be formally approved by the Board of Directors and signed by a director. If Weyinmi Omolola is not a director, an authorised director should therefore provide the statutory signature before publication.

### **Woodward Healthcare Limited**

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