

IMMEDIATE MEDICAL SOLUTIONS LTD

VOLUNTARY MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2026

1. Introduction and Commitment

Immediate Medical Solutions Ltd (“IMS”) is committed to conducting its business ethically, responsibly and with respect for the dignity, rights and welfare of all people who work for, provide services to, or are otherwise affected by our organisation.

IMS has zero tolerance towards modern slavery, human trafficking, forced or compulsory labour, servitude, debt bondage, exploitation and unlawful or unethical recruitment practices.

IMS's annual turnover is below £36 million and, accordingly, IMS is not currently a relevant commercial organisation required to publish an annual slavery and human trafficking statement under section 54 of the Modern Slavery Act 2015.

Nevertheless, IMS has chosen to publish this statement voluntarily. We recognise that organisations of all sizes have a responsibility to identify, prevent and respond appropriately to risks of exploitation within their own operations and supply chains.

This statement sets out the measures IMS has in place and the steps it takes to identify, assess, manage and reduce modern slavery and human trafficking risks.

2. Our Organisation, Business and Supply Chains

Immediate Medical Solutions Ltd is a UK-based health and social care organisation providing services including healthcare recruitment and staffing, domiciliary care, supported living and associated health and social care support services.

IMS is a Care Quality Commission (CQC) registered provider of regulated domiciliary care services and also operates as a healthcare recruitment and staffing organisation.

Our workforce and supply chain may include:

- directly employed staff;
- care and support workers;
- healthcare professionals;
- temporary and agency workers;
- recruitment candidates;
- contractors and consultants;
- training providers;
- technology and software providers;
- professional service providers;
- equipment and consumables suppliers; and

- other organisations supporting the delivery of our health, social care and recruitment services.

Because IMS operates in sectors that rely significantly upon people and labour, we recognise that workforce recruitment and labour supply require particular vigilance in relation to modern slavery and exploitation.

3. Policies Relating to Slavery and Human Trafficking

IMS maintains policies, procedures and governance arrangements designed to promote ethical employment practices and protect workers and service users from abuse and exploitation.

These include, where applicable:

- Modern Slavery and Human Trafficking Policy;
- Safeguarding Adults Policy and Procedures;
- Safeguarding Children Policy and Procedures;
- Whistleblowing Policy;
- Recruitment and Selection Policy;
- Equality, Diversity and Human Rights arrangements;
- Complaints Policy;
- Staff Code of Conduct;
- disciplinary and grievance procedures; and
- arrangements for reporting safeguarding, employment and compliance concerns.

Staff are expected to report any concern or suspicion relating to exploitation, coercion, trafficking or modern slavery.

IMS promotes a culture in which concerns can be raised without fear of inappropriate retaliation. Where appropriate, concerns are escalated through safeguarding procedures and reported to the relevant statutory or regulatory authority.

4. Due Diligence Processes

IMS applies proportionate due diligence to its workforce, recruitment activities, contractors and suppliers.

Our workforce compliance and recruitment processes include appropriate checks of a person's identity, right to work in the UK, employment history, qualifications, professional registration and other pre-employment requirements relevant to their role.

IMS does not knowingly engage any person, agency, contractor or supplier involved in modern slavery, human trafficking, forced labour or unlawful exploitation.

Our due diligence arrangements include, where appropriate:

- verifying candidate identity and right-to-work documentation;
- undertaking recruitment and employment compliance checks;
- confirming qualifications and professional registrations where required;
- undertaking DBS checks where applicable;
- assessing unusual or potentially concerning recruitment circumstances;
- maintaining appropriate worker and employment records;
- reviewing concerns raised by workers, managers or other parties;
- assessing suppliers proportionately according to the nature and risk of the goods or services supplied;
- investigating credible allegations of exploitation or unethical employment practices; and
- escalating safeguarding or criminal concerns to appropriate authorities where required.

IMS expects organisations supplying workers or services to us to comply with applicable employment, equality, safeguarding and modern slavery legislation.

Where serious concerns arise concerning a supplier or contractor, IMS may investigate, require corrective action, suspend engagement or terminate the commercial relationship, depending upon the circumstances and contractual arrangements.

5. Modern Slavery Risk Assessment and Management

IMS recognises that modern slavery risks can arise even where an organisation does not knowingly engage in exploitative practices.

We consider recruitment and labour supply to be areas requiring particular attention because vulnerable workers can potentially be exposed to coercion, unlawful recruitment practices, withholding of documents, debt bondage, excessive recruitment charges, wage exploitation or control by another person.

Potential indicators considered by IMS include circumstances where a worker:

- appears to be controlled or intimidated by another person;
- is unable or unwilling to speak independently;
- reports that another person controls their wages or bank account;
- reports having paid inappropriate recruitment fees;
- has identity documents withheld by another person;
- appears subject to threats, coercion or restriction of movement;
- provides information suggesting debt bondage or forced labour;
- appears fearful of an employer, recruiter or third party;
- has unusual or unexplained arrangements concerning accommodation, transport or employment; or
- presents other recognised safeguarding or exploitation indicators.

Our controls include safer recruitment, right-to-work verification, direct engagement with workers, safeguarding procedures, management oversight, whistleblowing arrangements and investigation and escalation of concerns.

IMS will not knowingly charge workers recruitment fees for obtaining employment through IMS.

Where an indicator of modern slavery is identified, IMS will assess the immediate safety and safeguarding implications and take appropriate action. This may include escalation to senior management, the Safeguarding Lead, relevant commissioners, local authority safeguarding services, the police or other competent authorities where appropriate.

6. Measuring Our Effectiveness

IMS recognises that effective prevention requires continuing monitoring rather than reliance solely upon policies.

We use proportionate management information and compliance indicators to monitor our arrangements. These may include:

- completion of required pre-employment and right-to-work checks;
- safeguarding concerns relating to exploitation;
- whistleblowing concerns;
- complaints concerning employment or recruitment practices;
- modern slavery concerns identified or reported;
- actions arising from compliance audits;
- supplier concerns identified through due diligence;
- staff training completion;
- concerns escalated to external authorities; and
- corrective actions completed following identified risks.

IMS reviews significant incidents and concerns to identify whether changes are required to policies, recruitment arrangements, training, supplier controls or management oversight.

Our objective is not simply to record incidents but to identify emerging risks and strengthen preventative controls where necessary.

7. Training and Capacity Building

IMS recognises that staff must be capable of identifying indicators of modern slavery and know how to respond appropriately.

Modern slavery and human trafficking awareness is incorporated into relevant safeguarding, recruitment and compliance arrangements.

Training and guidance are particularly relevant for staff involved in:

- recruitment;
- candidate compliance;
- human resources;
- care and support services;
- safeguarding;
- management and supervision;
- procurement and supplier management; and
- quality assurance.

Relevant staff are expected to understand common indicators of exploitation, including coercion, restriction of movement, control of wages or documentation, forced labour and trafficking.

Staff are also expected to understand internal reporting and safeguarding escalation arrangements and to raise concerns promptly.

IMS will continue to review training requirements in response to changes in legislation, statutory guidance, identified risks, safeguarding learning and the nature of our business.

8. Supply Chain Expectations

IMS expects its suppliers, contractors and business partners to operate lawfully and ethically and not to tolerate modern slavery, forced labour or human trafficking.

Where proportionate to the nature and level of risk, IMS may seek assurances from suppliers regarding their employment practices, workforce arrangements and measures for preventing modern slavery.

Where a material modern slavery risk or credible concern is identified, IMS will consider appropriate investigation, corrective action and contractual remedies.

IMS reserves the right, subject to contractual arrangements and applicable law, to discontinue relationships with organisations that knowingly engage in modern slavery or fail to take appropriate action following substantiated concerns.

9. Continuous Improvement

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

During each review period, we will seek to:

- maintain robust recruitment and right-to-work controls;
 - maintain appropriate safeguarding and whistleblowing arrangements;
 - improve staff awareness of modern slavery indicators;
 - review risks within our workforce and supply chain;
 - investigate relevant concerns promptly;
 - monitor appropriate modern slavery and safeguarding indicators; and
 - review this statement and associated policies to ensure they remain proportionate to IMS's operations and risks.
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10. Approval and Review

This statement has been produced voluntarily by Immediate Medical Solutions Ltd to demonstrate our commitment to preventing modern slavery and human trafficking within our business and supply chains.

Although IMS is currently below the statutory £36 million annual turnover threshold for mandatory reporting under section 54 of the Modern Slavery Act 2015, we are committed to applying proportionate controls consistent with the principles of the Act and relevant government guidance.

This statement will be reviewed periodically and updated where there are material changes to our operations, supply chains, identified risks, legislation or relevant guidance.

Approved on behalf of Immediate Medical Solutions Ltd

Immediate Medical Solutions Ltd