

Independence Mobility Modern Slavery Statement

Organisation's Structure, Business, and Supply Chains: Independence Mobility is a family-run business with over 20 years of experience in the mobility equipment industry. Our core business activities include supplying a vast range of mobility equipment such as wheelchairs and specialist seating to the NHS Supply Chain, charities, and private individuals. We pride ourselves on our commitment to quality and customer satisfaction, ensuring that our products meet the highest standards of safety and reliability. Our supply chains are carefully managed to maintain transparency and ethical practices, with a focus on sustainability and compliance with modern slavery regulations

Policies in Relation to Slavery and Human Trafficking: Independence Mobility has taken guidance from The Shiva Foundation and the Stop the Traffic Campaign, which provide guidance to small enterprises on preventing modern slavery in business operations. 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 involve the deprivation of a person's liberty by another to exploit them for personal or commercial gain. According to the Centre for Social Justice, there could be at least 100,000 victims of modern slavery in the UK.

Independence Mobility has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all business dealings and relationships. We implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our business or supply chains. This approach is communicated to all suppliers, contractors, and business partners at the outset of our business relationship and reinforced as appropriate thereafter. We are committed to ensuring transparency in our business and supply chains.

Regular Updates: We ensure that this policy is reviewed and updated regularly to reflect any changes in legislation or business practices.

Due Diligence Processes: Independence Mobility commits to never using a labour provider that offers labour rates lower than those established in the Charge Rates Guidance calculated by the Association of Labour Providers and published by the Gangmasters and Labour Abuse Authority. All workers have a written contract that includes working hours, pay and overtime rates, and holiday and sick pay entitlements. Workers' rights posters are clearly displayed for all staff, and we have clear procedures and communication channels for reporting concerns.

Employee Feedback: We have implemented a system for anonymous employee feedback to identify potential issues early.

Risk Assessment and Management: We appreciate that perpetrators can infiltrate businesses, so it is important to be aware of common signs of exploitation, such as poor physical appearance, little or no money, and unusual travel times or working hours. We carefully choose our suppliers, ensuring they are transparent with their supply chains. Directors and some staff visit suppliers' factories to understand their processes and ensure ethical practices.

Effectiveness and Performance Indicators: We measure the effectiveness of our policies through regular audits and reviews. We also track performance indicators such as the number of reported concerns and the outcomes of any investigations.

Training and Capacity Building: We provide training to our staff on modern slavery and human trafficking, ensuring they are aware of the signs of exploitation and know how to report

concerns. We aim to encourage openness and support anyone who raises genuine concerns in good faith.

Reporting Concerns:

If it is an emergency or someone is in immediate danger, call 999.

For non-emergencies, call the police on 101, report to The GLAA at intelligence@gla.gov.uk or 0800 432 0804, or contact the modern slavery helpline at 08000 121 700.

We are committed to ensuring no one suffers detrimental treatment as a result of reporting concerns in good faith.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with individuals and organisations working on our behalf if they breach this policy.

This policy summarises the activities of Independence Mobility to tackle slavery in its business and supply chains.

Signed by Chloe Mitchell

Position Director

Date 18/12/2024