

Katvic Healthcare Modern Slavery and Human Trafficking Statement

Financial Year: 2024–2025

Prepared in accordance with Section 54(1) of the Modern Slavery Act 2015

Introduction

Katvic Healthcare is fully committed to preventing modern slavery and human trafficking in all aspects of our operations and supply chains. We recognise our responsibility as a health and social care provider in Scotland to act ethically and with integrity, and to comply with both Scottish and UK legislation aimed at eliminating exploitation and abuse.

This statement outlines the steps taken by Katvic Healthcare during the financial year to address the risks of modern slavery, forced labour, and human trafficking within our organisation and through our partners.

Legislative Framework

Our practices are guided by the following **UK-wide** and **Scottish** legislation and frameworks:

- **Modern Slavery Act 2015 (UK)**
 - **Human Trafficking and Exploitation (Scotland) Act 2015**
 - **Adult Support and Protection (Scotland) Act 2007**
 - **Children and Young People (Scotland) Act 2014**
 - **Public Services Reform (Scotland) Act 2010**
 - **Health and Social Care Standards: My Support, My Life (2017)**
 - **Human Rights Act 1998**
 - **National Minimum Wage Act 1998**
 - **UK Immigration and Asylum Act 1999** (including Right to Work requirements)
 - **Scottish Government's Human Trafficking and Exploitation Strategy (2017, updated 2023)**
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About Katvic Healthcare

Katvic Healthcare provides a range of health and social care services including domiciliary care and supported living. As a care provider, we have a moral and legal obligation to ensure that all individuals in our workforce are treated fairly and are not subject to exploitation

We work with individual who requires care and support through the local authorities, NHS Boards, and private clients.

Given the risks in labour recruitment—especially in social care—we are alert to the potential for exploitation, both among directly employed staff and in our supply chain.

Policies and Procedures

Katvic Healthcare has implemented the following internal policies to support our anti-slavery objectives:

- **Modern Slavery and Human Trafficking Policy**
 - **Recruitment and Vetting Policy** – including enhanced PVG checks through Disclosure Scotland and right-to-work verification
 - **Safeguarding and Protection of Vulnerable Groups Policy**
 - **Whistleblowing Policy** – aligned with the **Public Interest Disclosure Act 1998** and Scottish whistleblowing standards
 - **Code of Conduct** for staff and partners, including adherence to ethical labour practices
 - **Procurement Policy** – ensuring that suppliers, especially those providing agency workers or overseas staff, comply with anti-slavery principles
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Risk Assessment and Due Diligence

Katvic Healthcare actively monitors risk in the following areas:

- **Recruitment of international care workers** – ensuring compliance with ethical recruitment practices under the **Code of Practice for the International Recruitment of Health and Social Care Personnel (Scottish Government, 2023)**
- **Third-party agencies and suppliers** – engaging only with those who demonstrate compliance with the Modern Slavery Act and Scottish regulations
- **Employment contracts and working conditions** – ensuring no one is coerced, deceived, or forced to work under threat or penalty

We conduct periodic audits of our HR and supply chain processes and request modern slavery statements from high-risk suppliers.

Training and Awareness

All staff receive training on:

- Recognising signs of human trafficking, forced labour, and domestic servitude
- Understanding legal obligations under Scottish and UK law
- Reporting mechanisms for suspected abuse or exploitation
- Following the **Scottish Inter-Agency Adult Protection Guidance**

Frontline care staff and managers receive additional training on adult protection and safe recruitment.

Progress and Future Goals

In the next 12 months, Katvic Healthcare commits to:

- Enhancing supplier checks for all third-party labour providers
 - Expanding modern slavery training to all new hires during induction
 - Reviewing and updating our Modern Slavery Policy in line with changes to the Scottish Trafficking Strategy
 - Increasing collaboration with local Adult Protection Committees (APCs) and statutory agencies
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Approval and Review

This statement has been approved by the Board of Directors of Katvic Healthcare and is reviewed annually in line with the Modern Slavery Act 2015.

Signed:

Evarest Onwubiko

Position: Director, Katvic Healthcare

Date: 18 June 2025