

Ensuring Ethical Practices at ADOT HEALTHCARE LIMITED

At ADOT HEALTHCARE LIMITED, we are committed to upholding the highest ethical standards in all aspects of our operations. As a registered domiciliary care provider, we recognize our responsibility to prevent modern slavery and human trafficking, and we take proactive measures to ensure our compliance with the Modern Slavery Act 2015.

by Adetola Lawal



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Developing a Robust Modern Slavery Policy



Clear Commitment

Our modern slavery policy outlines ADOT HEALTHCARE LIMITED's unwavering commitment to eradicating forced labour, child labour, and human trafficking from our operations and supply chain. This policy is communicated to all employees, suppliers, and stakeholders, ensuring everyone is aligned with our ethical principles.

Comprehensive Approach

Our policy covers a wide range of measures, including risk assessments, due diligence processes, supplier code of conduct, employee training, and reporting mechanisms. This holistic approach helps us identify, address, and mitigate the risk of modern slavery throughout our business activities.

Continuous Improvement

We regularly review and update our modern slavery policy to ensure it remains effective and aligned with the latest developments in the field. We actively seek feedback from our employees, suppliers, and external experts to identify areas for improvement and enhance the overall effectiveness of our anti-slavery efforts.

Implementing Robust Due Diligence Processes

Onboarding New Staff

We conduct thorough background checks, including identity verification, employment history, and criminal record checks, to ensure that all new staff are free from any involvement in modern slavery or human trafficking.

Vetting Suppliers and Contractors

Before onboarding new suppliers or contractors, we implement a rigorous due diligence process that includes audits, site visits, and requiring them to provide evidence of their own anti-slavery measures. We only work with partners who share our commitment to ethical practices.

Ongoing Monitoring

Our due diligence efforts don't stop at the onboarding stage. We conduct regular audits and inspections, both announced and unannounced, to ensure our suppliers and contractors maintain compliance with our anti-slavery standards throughout our partnership.

Fostering a Culture of Awareness and Reporting

1 Comprehensive Training

We provide regular training to our employees, particularly those involved in procurement and supply chain management, to help them recognize the signs of modern slavery and understand our policies and procedures for addressing it.

2 Accessible Reporting

We have established clear and confidential reporting channels that allow our employees to raise any concerns or suspicions regarding modern slavery without fear of retaliation. Our whistle-blower protection policy ensures their safety and anonymity.

3 Collaborative Partnerships

To stay informed about the latest developments in combating modern slavery, we actively collaborate with industry bodies, non-governmental organizations (NGOs), and other stakeholders to share best practices and insights.





Transparent Reporting and Continuous Improvement

1

Annual Reporting

As required by Section 54 of the Modern Slavery Act 2015, we will publish an annual modern slavery statement detailing the steps we have taken to prevent modern slavery and human trafficking. This statement will be made publicly available on our website.

2

Feedback and Evaluation

We regularly review and update our policies, procedures, and practices to enhance the effectiveness of our anti-slavery efforts. We actively seek feedback from our employees, suppliers, and external experts to identify areas for improvement and ensure our approach remains robust and effective.

3

Continuous Improvement

At ADOT HEALTHCARE LIMITED, we are committed to a process of continuous improvement. We will constantly strive to enhance our anti-slavery measures, staying ahead of the curve and setting the standard for ethical business practices in the domiciliary care sector.

Supplier Code of Conduct: Upholding Ethical Standards

Prohibition on Forced Labour

Our supplier code of conduct explicitly prohibits the use of forced labour, including slave labour, in any form. We require our suppliers to adhere to this standard and include compliance as a contractual obligation.

Combating Child Labour

We have a zero-tolerance policy towards child labour and expect our suppliers to strictly adhere to all applicable laws and regulations regarding the employment of minors. This is a non-negotiable requirement for our partnerships.

Preventing Human Trafficking

Our supplier code of conduct outlines our commitment to preventing human trafficking, including the recruitment, transportation, and exploitation of individuals. We work closely with our suppliers to ensure they have robust anti-trafficking measures in place.

Compliance Monitoring

We regularly monitor our suppliers' adherence to the code of conduct through audits, site visits, and other verification methods. Any breach of these standards may result in the termination of our business relationship.

Ensuring Compliance Through Regular Audits

1

Document Review

Our audit process begins with a thorough review of the supplier's documentation, including employment contracts, payroll records, and other relevant materials. This allows us to verify the supplier's compliance with labor laws and anti-slavery measures.

2

Site Inspections

We conduct both announced and unannounced site visits to the supplier's facilities, allowing us to observe their operations firsthand and ensure they are adhering to our ethical standards. This includes inspections of worker accommodations, if applicable.

3

Employee Interviews

As part of our auditing process, we conduct confidential interviews with the supplier's employees to gain insights into their working conditions, compensation, and overall well-being. This helps us identify any potential red flags or areas of concern.



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Collaborative Efforts to Enhance Supply Chain Transparency



Industry Partnerships

We actively collaborate with industry bodies and associations to share best practices, stay informed about the latest developments, and collectively work towards enhanced supply chain transparency and ethical practices.



Stakeholder Engagement

We engage with a wide range of stakeholders, including non-governmental organizations (NGOs), labor unions, and community groups, to gather insights, identify emerging risks, and explore innovative solutions to combat modern slavery.



Global Cooperation

Recognizing the cross-border nature of modern slavery, we strive to foster global cooperation and knowledge-sharing with our international partners, aligning our efforts with international standards and best practices.

Empowering Employees to Report Concerns

Accessible Reporting Channels

We have established clear and confidential reporting channels that allow our employees to raise any concerns or suspicions regarding modern slavery without fear of retaliation. Our whistle-blower protection policy ensures their safety and anonymity.

Comprehensive Training

We provide regular training to our employees, particularly those involved in procurement and supply chain management, to help them recognize the signs of modern slavery and understand our policies and procedures for addressing it.

Fostering a Culture of Integrity

At ADOT HEALTHCARE LIMITED, we prioritize ethical behaviour and encourage our employees to speak up. We have built a culture of trust and accountability, where everyone feels empowered to play a role in combating modern slavery.

Commitment to Continuous Improvement

Regular Policy Review

We regularly review and update our modern slavery policy to ensure it remains effective and aligned with the latest developments in the field.

Feedback and Evaluation

We actively seek feedback from our employees, suppliers, and external experts to identify areas for improvement and enhance the overall effectiveness of our anti-slavery

Adopting Best Practices

We continuously monitor industry trends and best practices, and are committed to adopting innovative solutions and strategies to strengthen our anti-slavery measures.

Transparency and Reporting

We will publish an annual modern slavery statement, detailing our actions and progress, to maintain transparency and accountability to our stakeholders.