Modern Slavery and Human Trafficking Statement

The approver certifies that this document has been reviewed and accepted and are aware of all the requirements contained herein and are committed to ensuring their provision.

	Position/Title	Date
Author	Head of Governance	22/09/2025
Reviewer	iCiM Research and Development Manager	22/09/2025
Approver	iCiM Director of Health	22/09/2025

Review Cycle

Review Type	Cycle
Document Review	Yearly
Audit Schedule	6 Monthly
Reporting	Monthly

Amendment Record

This document is reviewed to ensure its continuing relevance to the systems and process that it describes. A record is given below:

Page No.	Detail	Revision	Date
3	Amended the financial year ending date from 2026 to 2027	"2027"	18/11/2026

Last Reviewed	Date
iCiM Research and Development Manager	18/11/2026

1. Scope and Purpose

1.1 This document relates to Future Fit Group and all its subsidiaries. Henceforth, any reference to Future Fit Group shall be inclusive of its subsidiary companies. A full list of which can be found in the Future Fit Group Quality Manual.

1.2 This document sets out the policy detailing our commitment to combating slavery and human trafficking.

2. Responsibilities

2.1 It is the responsibility of the 'Reviewer' to:

- review this document as necessary according to the review cycle above
- update this document as and when changes occur
- ensure that changes and the current revision status of this document are identified
- ensure that relevant versions of this document are available at point of use
- ensure that this document remains legible and readily identifiable

2.2 It is the responsibility of the 'Approver' to:

- approve this document for adequacy prior to issue

3. Statement

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

The Senior Management of iCareiMove Limited are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any of our business dealings and relationships.

As a leading health training provider in the UK, our Modern Slavery and Human Trafficking Policy reflects our commitment to act ethically and with integrity in all our business relationships. We undertake appropriate due diligence and have effective controls in place to identify potential risk areas and to report and act upon any concerns.

ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

We are a provider of health and wellbeing training services to the public, private and VCSE sectors, with 32 employees operating in England.

Our supply chain relates to the provision of goods and services typically required by a health training provider, for example, business support and the supply of labour.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we have in place systems to:

- Identify and assess potential risk areas in our supply chains and workforce. We expect suppliers to adhere to our values and ethical standards, and we vet for suitability wherever possible.
- Ensure that the products and services we procure comply with our ethical standards through appropriate internal policies and processes.
- Work only with organisations that can demonstrate a shared commitment to preventing modern slavery and human trafficking.
- Uphold our Code of Practice, which provides guidance for interactions with colleagues, clients, suppliers and partners. We are an equal opportunities employer and are committed to a nondiscriminatory and respectful working environment.
- Operate robust recruitment and people management processes to ensure all prospective colleagues are legally entitled to work in the UK and are protected from abuse or coercion. -

Encourage colleagues to raise concerns through our Whistleblowing Policy, which includes mechanisms for reporting potential violations of our Code of Practice, policies, or the law.

- Deliver web-based training to reinforce the importance of acting with integrity and in line with our principles and Code of Practice.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have a zero-tolerance approach to modern slavery and human trafficking. To ensure compliance across our supply chain, we operate a supply chain compliance programme involving human resources, audit, procurement and legal teams.
Wherever possible, we build long-standing relationships with suppliers who understand and share our values.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We continue to review and strengthen our approach to tackling modern slavery and human trafficking. We assess our effectiveness by:

- Ensuring HR and payroll systems are robust and capable of identifying and reporting potential breaches.
- Regularly reviewing our purchasing and due diligence processes.
- Maintaining open communication with suppliers to ensure clarity on expectations and compliance.
- Ensuring staff are trained and aware of the legislation and its relevance to our work.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 30 June 2027.

Related Documents

- N/A

Related Forms

- N/A