

Modern Slavery and Human Trafficking Statement – March 2026

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, including slavery, servitude, forced and compulsory labour, and human trafficking, all of which involve the deprivation of a person's liberty by another person in order to exploit them for personal or commercial gain.

Alternative Futures Group Limited (AFG) has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically, with integrity and transparency in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place within our organisation or our supply chains.

AFG expects all colleagues to act upon any concerns or suspicions relating to exploitation, human trafficking, forced labour or modern slavery and to report such concerns through appropriate safeguarding, management or whistleblowing channels.

Part 1: About Alternative Futures Group

Organisational Structure

Alternative Futures Group Limited is a not-for-profit health and social care organisation providing care and support to vulnerable adults across the United Kingdom. We are both a registered charity and a private limited company regulated by the Charity Commission, Companies House and the Care Quality Commission.

Our annual income is circa. £90 million, and we employ approximately 2,000 colleagues delivering services across a range of community and residential settings.

AFG is governed by a Board of Trustees who oversee the strategic direction of the organisation and safeguard its long-term interests. The Board comprises individuals with experience across health and social care, governance, finance, business management and programme delivery.

The Chief Financial Officer has executive responsibility for ensuring appropriate governance, policies and controls are in place to identify, prevent and mitigate risks associated with modern slavery and human trafficking.

Policies and Governance

AFG is committed to maintaining robust governance arrangements that support ethical practice, safeguarding and compliance with the Modern Slavery Act 2015.

Our governance framework includes policies and procedures relating to:

- Safeguarding
- Whistleblowing (Speaking Up)
- Recruitment and Selection
- Procurement and Contract Management
- Equality, Diversity and Inclusion
- Dignity at Work
- Financial Governance

These policies support our commitment to identifying, preventing and responding appropriately to concerns relating to modern slavery and human trafficking.

Part 2: Workforce, Recruitment and Employment Practices

AFG recognises that modern slavery and human trafficking risks may arise within the wider labour market as well as within supply chains. We are committed to maintaining robust recruitment, safeguarding and employment practices which help protect colleagues from exploitation and ensure compliance with relevant legislation.

Recruitment and Employment Controls

AFG operates recruitment and pre-employment checking processes appropriate to the roles being undertaken. These controls may include:

- Verification of identity and right to work.
- Employment and reference checks.
- Disclosure and Barring Service (DBS) checks where required.
- Verification of qualifications and professional registrations where applicable.

Training and Awareness

Modern slavery and human trafficking training is available to all colleagues, with awareness raised through safeguarding training, guidance and organisational resources. Colleagues are encouraged to report any concerns relating to exploitation, trafficking or modern slavery through appropriate management, safeguarding or whistleblowing channels.

Monitoring Effectiveness

AFG conducts an annual assessment to ensure that key controls designed to reduce the risk of slavery and human trafficking within our direct workforce remain effective and continues to review opportunities to strengthen these arrangements.

Part 3: Procurement and Supply Chain Management

Our Supply Chain

Although AFG operates solely within the United Kingdom, we recognise that goods and services purchased through our suppliers may originate from global supply chains where risks associated with labour exploitation and modern slavery may exist.

Our supply chain includes, but is not limited to:

- Agency staffing providers.
- Care and support services.
- Facilities management contractors.
- Property maintenance services.
- Information technology and telecommunications providers.
- Medical and care-related consumables.
- Office supplies and equipment.
- Professional and consultancy services.

Procurement Governance

Procurement activities are undertaken in accordance with AFG's Purchasing Policy and Scheme of Reservation and Delegation, which establish clear responsibilities, approval requirements and financial controls for the acquisition of goods and services.

AFG expects all suppliers, contractors and business partners to operate lawfully, ethically and responsibly and to comply with all applicable legislation relating to human rights, employment standards and modern slavery.

Supplier Due Diligence

AFG undertakes proportionate due diligence when engaging suppliers and throughout the supplier lifecycle where appropriate.

Risk Assessment and Supplier Assurance

AFG adopts a risk-based approach to supplier assurance, recognising that the risk of modern slavery can vary according to the nature of goods or services provided and the characteristics of the supplier's workforce and supply chain.

The Procurement Team will continue to conduct periodic supplier assurance reviews, focusing on suppliers identified as presenting a higher level of risk.

Contractual Controls

Where appropriate, AFG includes contractual provisions requiring suppliers to comply with applicable legislation relating to modern slavery, employment rights and ethical business conduct.

Suppliers may be required to demonstrate the existence of appropriate controls, policies and procedures designed to prevent modern slavery within their own operations and supply chains.

Continuous Improvement

AFG recognises that supply chain risks evolve over time and remains committed to strengthening its approach to identifying, assessing and mitigating risks associated with modern slavery.

Approval

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes Alternative Futures Group Limited's Modern Slavery and Human Trafficking Statement for the financial year ending 31 March 2026.

The statement has been approved by the Board of Trustees of Alternative Futures Group Limited and will be reviewed annually.