

## About Voyage Care

Voyage Care is a provider of care and support to adults with learning disabilities, physical disabilities and other complex and challenging support needs across the UK. The people we support are funded by local authorities, Integrated Care Boards and other health and social care organisations, as well as directly by the individuals we support themselves.

Voyage Care is committed to the principles of the Modern Slavery Act 2015 and recognises the scale and seriousness of the problem of modern slavery and human trafficking, and most importantly of the impact on its victims. We undertake robust recruitment and identity checks to ensure modern slavery is not present in our business, but recognise vigilance is required as the risk cannot be eradicated entirely. We employ over 10,000 people, some of whom are originally from outside of the UK. Employment of people from overseas potentially represents the biggest risk of modern slavery to our business and we are cognisant of the significant increase in modern slavery referrals across the health and social care sector within the last financial year. We are an equal opportunities employer, fully committed to creating a safe working environment for all our staff, where they feel confident to report any concerns.

This statement sets out the steps we have taken during the financial year ending 31st March 2025 in our continuing commitment to tackle modern slavery in our business and supply chains.

## Training and awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and supply chains, we provide regular training to our staff. Participation rates in our Modern Slavery and Anti-Trafficking e-learning module remains high and is a mandatory training module for new employees as part of their induction.

We have appointed a new independent and confidential whistleblowing reporting service to positively encourage our staff raise concerns in the workplace at any time. This includes any circumstances which may give rise to an enhanced risk of slavery or human trafficking.

We propose continuing our work to raise awareness of modern slavery amongst our colleagues by sharing relevant information via our intranet, colleague newsletter, and through internal briefings. We will also supplement e-learning with a Modern Slavery 'Red Flags' quick guide to be made available on Hive.

## **Recruitment processes**

Due to more restrictive immigration systems, there is an increased risk of exploitation of migrant workers.

Nationwide recruitment challenges continue to impact upon the care sector, and we continue to work with a range of approved recruitment agencies. These agencies are already subject to comprehensive due diligence checks and are required to sign up to our specific recruitment agency terms and conditions to ensure that the robust recruitment and identity checks we carry out for our own permanent and bank staff are replicated in our supply chain. For example, completion of Personal Profile document that evidences the identity and right to work checks undertaken by the recruitment agency is now required for each agency worker who works in one of our services.

We have a designated International Recruitment Manager and have a Sponsorship Recruitment Toolkit to support our service managers with the process of recruiting safely and legally from outside the UK.

## **Supplier and third-party partners**

Our purchase to pay system allows our services to purchase from approved suppliers which provides control and oversight of our supply chains. Our contracts with our suppliers contain clauses relating to our mutual legal obligations to tackle modern slavery and last year we introduced a Business Partner Code of Conduct for our suppliers which includes a summary of the statutory requirements of complying with the principles of the Modern Slavery Act 2015.

## **Monitoring our effectiveness**

We consider on an annual basis, the effectiveness of our internal policies which support our commitment to eradicating Modern Slavery and the measures we have taken to comply with the Act; where necessary, we will adapt our practices as required. We have not received any reports from employees, external agencies or the public that any modern slavery practices have been identified.

This statement was approved by the Board of Directors on 25 March 2025.

**Name: Michael McKessar**

**Position: Chief Executive Officer**

**For and on behalf of VC Healthcare Topco Limited and its subsidiary companies**