



Voluntary Modern Slavery Statement

1. Our Organisation and Commitment

Intercare Support Services Limited is a registered home care provider in England, delivering compassionate, person-centred care to individuals in their own homes. We are committed to acting ethically and with integrity in all our business dealings. We have a zero-tolerance approach to modern slavery and human trafficking in any part of our operations or supply chains.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Intercare Support Services Limited has a zero-tolerance approach to any form of modern slavery and human trafficking. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chains.

Intercare Support Services Limited implements its business strategy in an ethically, socially and environmentally responsible manner. We fully acknowledge our responsibility to respect human rights as set out in the International Bill of Human Rights. The IBHR informs all of our policies related to the rights and freedoms of every individual who works for us, either as a direct employee, agency worker or indirectly through our supply chain. We are also committed to implementing the United Nations Guiding Principles on Business and Human Rights throughout our operations. Respect for the dignity of the individual – and the importance of everyone's human rights – form the basis of the behaviours we expect in every workplace nationally.

We will not accept any form of discrimination, harassment or bullying and we require all of our managers to implement policies designed to increase equality of opportunity and inclusion for all employees including agency workers. We have also developed and implemented policies and processes which are intended to extend these commitments through our supply chain.

2. Our Services and Supply Chains

Our business operates primarily within England, employing staff directly to provide care. Our main supply chains relate to:

- Staff recruitment through direct employment
- Procurement of equipment and consumables (e.g., PPE, mobility aids, office supplies).
- Professional services (e.g., training, HR, legal, IT support).

We recognise that the social care sector, including home care, can carry inherent risks of labour exploitation due to factors such as casual labour models, migration for work, and the isolated nature of work in private homes.

3. Our Policies and Due Diligence

To mitigate these risks, we have established the following procedures:

- Safer Recruitment: Rigorous right-to-work checks, Disclosure and Barring Service (DBS) checks, and thorough reference verification for all staff.
- Direct Employment: We prioritise employing care workers directly under clear contracts, ensuring visibility of their terms and conditions.
- Agency Worker Oversight: Where used, we only partner with recruitment agencies that are GLAA (Gangmasters and Labour Abuse Authority) licensed or can demonstrate robust ethical recruitment practices.
- Whistleblowing Policy: A confidential channel for all workers to report concerns without fear of retaliation.
- Staff Training: We provide training to management and staff to help them understand the signs of modern slavery and how to report concerns.

4. Training and Awareness

We ensure that relevant staff, particularly those involved in recruitment and management, are aware of the risks of modern slavery and understand their responsibilities under this statement and the Modern Slavery Act 2015.

5. Safeguards

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring that no one suffers any detrimental treatment because of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our business. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern.

Intercare Support Services Limited will accept and take seriously concerns communicated anonymously. However, retention of anonymity does render investigations and makes validation more difficult and can make the process less effective. Individuals are therefore encouraged to put their names to allegations. Any claims or allegations made which are found to be malicious or vexatious will result in disciplinary action being taken against the individual.

6. Responsibility for this Statement

The ultimate responsibility for the prevention of modern slavery rests with the Senior Management for ensuring that this policy and its implementation complies with our legal and ethical obligations. Managers at all levels are responsible for ensuring that those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery.

7. Review and Future Steps

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. It will be reviewed and updated annually. In the coming year, we will focus on:

- Enhancing our due diligence checks on key suppliers.
- Refreshing training materials for all care staff.
- Reviewing and strengthening our audit processes.

8. Assessment of effectiveness in preventing Modern Slavery

We understand that modern slavery risk is not static and will continue our approach to mitigating this risk. We will assess the risk via our internal auditing processes.

This statement is made according to section 54(1) of the Modern Slavery Act 2015 and constitutes the modern slavery and human trafficking statement of Intercare Support Services Limited for the interim financial year ending 31 May 2026.

Approved by:	Intercare Support Services Board
Name of Director/Senior Manager:	Audrius Danisevicius
Signature:	<i>Audrius Danisevicius</i>
Title:	Director of Operations
Company Name:	Intercare Support Services Limited.
Date:	31/05/2026