



*Fountain of Health Ltd*  
Your health is our priority

## **MODERN SLAVERY STATEMENT**

### **Statement on Recognising and Preventing Human Labour Exploitation - Modern Slavery**

It is a requirement for Businesses with a turnover of more than £36m to produce an annual statement regarding its policy on Modern Slavery Act 2015.

Modern slavery is a crime which results in the abhorrent abuse of the human rights of vulnerable workers.

It is unlikely that Fountain of Health (FoH) will experience cases of slavery or human trafficking, but this statement details our commitment to raise awareness and define the process to identify, address and report issues if they do arise.

FoH has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all its dealings, partnerships and relationships.

FoH will implement effective systems and controls to ensure that modern slavery and human trafficking are not taking place within the Company, in compliance with the Modern Slavery Act 2015.

All staff engaged in providing services at FoH will be subject to thorough and rigorous recruitment procedural checks; DBS, identity, validity to work in UK, references, suitability. These will minimise chances of employing persons subject to slavery or human trafficking.

All staff will receive information about modern slavery and human trafficking during their Induction training. Staff will be made aware of how to report any disclosed, real, perceived or alleged slavery or human trafficking to the Registered Manager or/and the Police.

The Registered Manager will share any information regarding cases of slavery or human trafficking with the appropriate authorities.

By doing so, FoH should prevent future situations arising, hence promote the elimination of routes and sources of slavery and human trafficking.

Policy on Recruitment, Employment and Human Rights of Fountain of Health emphasises to always recruit the best person for job and not discriminate on the basis of protected characteristics\* such as age, disability, gender, gender reassignment, marital or civil partnership, pregnancy and maternity, race, colour, nationality, ethnic origin, religion or belief, and sexual orientation.

FoH has implemented an Equal Opportunities and Diversity policy and requires its employees to undertake training to understand its core principles, which are to create and sustain positive working environment where everyone is equally valued and treated fairly with respect and dignity at all times.

FoH' Principles in respect of our employees include:

- We will treat all employees fairly and honestly. All employees will have agreed terms and conditions in accordance with legislation and will be given appropriate skills training.
- We will pay a fair wage reflecting market conditions and will always meet any national minimum wage.
- Working hours shall not be excessive and shall comply with industry guidelines and national standards where they exist.
- We will not employ illegal child labour, forced or bonded labour, forced overtime or condone illegal child labour and have a zero tolerance to modern slavery.
- Team members have the rights of freedom of association and collective bargaining. We respect the right of our team members to choose whether or not to join a trade union without influence from management.
- We will negotiate in good faith with the properly elected representatives of our employees.
- We will abide by the non-discrimination laws where we operate our business.
- We will not use or condone the use of corporal punishment, mental or physical coercion, verbal or physical abuse. We have disciplinary procedures for any member of staff whose conduct falls below the required standard.
- We have formal grievance procedures through which staff can raise personal and work-related issues.

Fountain of Health have committed for 2019 to create bespoke training on Modern slavery and human trafficking to be delivered to every employee. This will provide awareness for employees of the legislation and our obligations. Monitoring of training completions will be undertaken via our Quality Assurance system.

Fountain of Health has a well-established and effective Whistleblowing Policy and procedure for reporting; as we have a commitment to deliver on our planned actions and to strive for continuous improvement during 2019 and beyond.

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