Sincerity Health Care
45 Sheaf Street, Daventry, NN11 4AA

Modern Slavery Statement

Updated 21 November 2025

At Sincerity Health Care, we recognise that social care and its wider supply chains can be vulnerable to exploitation. Our staff are the frontline of our organisation and reflect our values in the way they support people every day. Our suppliers are equally important, and we intentionally keep our supply chain as simple and transparent as possible so that it can be properly monitored and managed.

Our Commitment

Sincerity Health Care is fully committed to preventing slavery, human trafficking, forced or compulsory labour, servitude and all related exploitation in our own operations and in our supply chain. We have zero tolerance for these abuses.

We will continue to strengthen how we identify, manage and report risk, in line with the Modern Slavery Act 2015 and current UK guidance. This statement sets out the key steps we take and will keep improving over time.

How We Manage the Risk of Modern Slavery

We have put in place the following measures and will keep them under regular review:

- **Modern Slavery & Human Trafficking Policy**
  Our Modern Slavery Policy is a core organisational policy and is available to all staff. It explains what modern slavery is, the types of exploitation that can occur in health and social care, how to spot the signs, and what staff must do if they have any concerns.
- **Management Guidance and Governance**
  Managers receive additional guidance on handling concerns, escalating issues, and recording decisions. Concerns relating to modern slavery are overseen by the senior leadership team and, where appropriate, the Registered Manager and/or Nominated Individual.
- **Safer Recruitment and Right to Work Checks**
  We operate safer recruitment processes, including identity checks, verified references, and right to work checks for all employees. Any use of agency staff or contractors is subject to the same standards through approved suppliers only.

- **Supplier Standards and Due Diligence**
  We work only with selected suppliers and contractors who agree to comply with UK labour law and with our expectations on human rights and modern slavery. Where proportionate, we will:
  - Ask suppliers to confirm they have their own modern slavery controls in place.
  - Reserve the right to terminate relationships where there is evidence of modern slavery or a refusal to address serious concerns.
- **Training and Awareness**
  Modern slavery awareness is incorporated into staff training, induction and safeguarding updates so that colleagues understand:
  - What modern slavery and human trafficking look like in practice.
  - How to recognise signs of risk in clients, colleagues or supply chains.
  - How to report concerns quickly through Sincerity Health Care's internal processes or directly to external agencies where needed.
- **Risk Assessment, Reporting and Continuous Improvement**
  We treat modern slavery as an ongoing risk, not a one-off exercise. We will:
  - Consider modern slavery risks when reviewing safeguarding, recruitment, procurement and whistleblowing arrangements.
  - Record and review any concerns raised and the actions taken.
  - Use any learning from incidents, complaints or audits to tighten controls and improve practice.

Further Information

For more information about our Modern Slavery Policy or the steps we are taking, contact:
info@sincerityhealthcare.com

Modern Slavery Concerns

If you have any concerns or suspicions that modern slavery, human trafficking or forced labour may be taking place in connection with Sincerity Health Care or any of our suppliers, you must report this.

Please complete the modern slavery concern form provided on our website or by our office. A member of the compliance team will review your concern and contact you as appropriate.

You may also report concerns externally at any time, for example by:

- Contacting the **UK Modern Slavery & Exploitation Helpline on 08000 121 700** (free, confidential, available 24/7). modernslaveryhelpline.org
- Contacting the **police on 101** or **999 in an emergency**. nationalcrimeagency.gov.uk

We will always treat concerns sensitively, act promptly, and cooperate with the relevant authorities to protect people from harm.

Approval

This statement is issued on behalf of Sincerity Health Care and will be reviewed at least annually.

Signed: 

Name: Brian Pepereke

Role: Operations Manager

Date: 21 November 2025