



Modern Slavery Act 2015 Statement

Asher Excellent Ltd

Introduction

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015. It outlines the steps that Asher Excellent Ltd has taken and continues to take to identify, prevent, and address the risk of modern slavery and human trafficking within our operations and supply chains.

About Asher Excellent Ltd

At Asher Excellent Ltd, we are dedicated to providing high-quality healthcare services and support for individuals with acquired injuries. Our focus is on delivering compassionate care while ensuring that all our staff, clients, and partners are treated with fairness, respect, and dignity. Our commitment to providing the best care is matched by our dedication to ethical business practices and promoting the highest standards of professionalism, integrity, and human rights. We acknowledge the risks posed by modern slavery, both globally and within the healthcare sector, and have taken proactive steps to mitigate these risks within our business operations and supply chains. This statement is part of our commitment to ensuring that modern slavery, forced labor, servitude, and human trafficking are not present in any aspect of our work.

Our Commitment to Combatting Modern Slavery

Asher Excellent Ltd is fully committed to upholding the principles of the Modern Slavery Act 2015. We are opposed to all forms of exploitation, servitude, and human trafficking. Our commitment to combatting modern slavery includes the following principles:

- **Respect for Human Rights:** We acknowledge and uphold the rights and dignity of every individual, ensuring that our operations reflect these values.
- **Transparency:** We ensure that our operations, recruitment, and supply chains are ethical, transparent, and accountable.
- **Zero Tolerance for Exploitation:** We do not tolerate modern slavery or any form of exploitation in our workforce or supply chain.

- **Employee Protection:** We provide mechanisms for employees and stakeholders to report any concerns related to modern slavery, ensuring they are protected from retaliation.

Recruitment and Employment Practices

Asher Excellent Ltd is committed to ensuring that all individuals employed within our organization are treated fairly and ethically. We have robust recruitment practices that prevent the use of forced, involuntary, or child labor, and we adhere to UK employment laws. We ensure that all candidates for employment at Asher Excellent Ltd:

- Have the legal right to work in the UK.
- Are not subject to coercion, exploitation, or abuse.
- Are recruited based on merit, skills, and qualifications.
- Are provided with clear, transparent terms and conditions of employment, including pay and working hours.

We encourage all employees to report any incidents of unethical labor practices or modern slavery without fear of retaliation. Additionally, we provide training to recognize the signs of modern slavery and forced labor to ensure our employees are equipped to identify and report any issues.

Our Supply Chain Commitment

We recognize that modern slavery risks can extend beyond our internal operations and into our supply chain. While the risk of modern slavery within our direct operations is considered low, we understand the potential for risks within our suppliers and contractors. We are committed to conducting thorough due diligence and ensuring that our suppliers adhere to ethical labor practices. To mitigate these risks, we focus on the following:

- **Supplier Due Diligence:** We thoroughly vet our suppliers to assess their commitment to ethical labor practices and ensure they comply with relevant labor laws, including the Modern Slavery Act 2015.
- **Supplier Code of Conduct:** We have a Supplier Code of Conduct that outlines our expectations for ethical labor standards, including the prohibition of modern slavery and human trafficking in their operations.
- **Contractual Obligations:** We ensure that our contracts with suppliers contain clauses explicitly prohibiting modern slavery and forced labor, with clear penalties for any breach of these terms.

- Ongoing Monitoring: We regularly assess and monitor the practices of our suppliers through audits and reviews to ensure that they meet our ethical standards.

Our Policies and Procedures

To foster a company-wide culture of transparency and integrity, Asher Excellent Ltd has implemented a range of policies designed to combat modern slavery and support our broader social responsibility initiatives. These policies are accessible to all employees and provide a framework for the company's commitment to preventing modern slavery. Key policies include:

- Code of Conduct: This policy outlines the ethical and professional behavior expected of all employees, emphasizing respect for human rights and compliance with labor laws, including the principles of the Modern Slavery Act 2015.
- Ethics and Anti-Corruption Policy: Our zero-tolerance stance on bribery, corruption, and modern slavery ensures that we uphold the highest ethical standards.
- Whistleblowing Policy: This policy provides employees and third parties with a safe and confidential way to report concerns about modern slavery or unethical labor practices, ensuring those who report are protected from retaliation.
- Anti-Harassment and Anti-Discrimination Policy: This policy promotes a safe, inclusive workplace free from discrimination, harassment, or exploitation.
- Recruitment and Selection Policy: This policy ensures that recruitment practices are fair, transparent, and conducted in compliance with UK labor laws.

Embedding the Principles of the Modern Slavery Act 2015

Asher Excellent Ltd is committed to ensuring that the principles of the Modern Slavery Act 2015 are integrated into the heart of our operations. Our ongoing efforts include:

- Raising Awareness and Training: We provide regular training sessions to staff on the risks of modern slavery, helping them recognize signs and report concerns effectively. This training is extended to key stakeholders, including those involved in recruitment, procurement, and senior management.
- Engagement with Suppliers: We actively engage with suppliers to ensure they understand and adhere to our ethical labor practices and modern slavery policies.
- Policy and Contract Integration: We continuously review and update our policies to ensure they reflect the latest standards in modern slavery prevention, including integrating prevention clauses into supplier contracts and employment agreements.

- **Zero Tolerance Approach:** We enforce a strict zero-tolerance policy toward modern slavery, with immediate action taken if any employee or supplier is found to be involved in modern slavery practices.
- **Regular Monitoring and Auditing:** We regularly audit our supply chain to identify and address any modern slavery risks, continuously striving to improve our processes.

Continuous Improvement and Review

Asher Excellent Ltd is committed to continuously reviewing and improving our practices to ensure that we remain proactive in combatting modern slavery. This statement will be reviewed annually by our Board of Directors to ensure it reflects our ongoing efforts and aligns with the latest legal and ethical standards.

Conclusion

Asher Excellent Ltd is dedicated to maintaining a responsible and respectful environment for our employees, clients, and stakeholders. We remain committed to taking proactive steps to identify, prevent, and eliminate modern slavery from our operations and supply chains. Our practices are rooted in integrity, fairness, and respect for human rights. For more information or to report any concerns related to modern slavery, please contact our compliance team at [contact details].

Asher Excellent Ltd – Committed to Ethical Healthcare and Employment.