

Independence Mobility Modern Slavery Statement

1. Organisation's Structure, Business and Supply Chains

Independence Mobility Ltd is a family-run business with over 20 years' experience in the mobility equipment sector. We supply wheelchairs, specialist seating and a wide range of mobility products to the NHS Supply Chain, charities, local authorities and private individuals.

We maintain close, transparent relationships with our suppliers and manufacturers, prioritising ethical practices, product safety and responsible sourcing. Our directors and staff visit supplier factories where appropriate to understand their processes and ensure standards are met.

2. Policies in Relation to Slavery and Human Trafficking

Independence Mobility is guided by best practice from the Shiva Foundation and Stop the Traffik, which provide support to SMEs in addressing modern slavery.

We have a **zero-tolerance approach** to all forms of modern slavery, including:

- Slavery
- Servitude
- Forced or compulsory labour
- Human trafficking

We act ethically and with integrity in all business dealings and enforce effective controls to ensure modern slavery is not present in our operations or supply chains. This commitment is communicated to all suppliers and reinforced throughout the business relationship.

This policy is reviewed regularly to reflect changes in legislation, guidance or organisational practices.

3. Due Diligence Processes

Our due diligence measures include:

- Never using a labour provider offering pay rates below those recommended by the Gangmasters and Labour Abuse Authority (GLAA)
- Ensuring all workers have written contracts covering pay, hours, holidays and sick pay
- Displaying workers' rights information clearly in the workplace
- Maintaining open reporting channels, including anonymous employee feedback
- Checking and monitoring suppliers for transparency and ethical standards

We also take steps to ensure our suppliers operate legally and ethically, with appropriate checks on labour practices and working conditions.

4. Risk Assessment and Management

We recognise that risks of exploitation exist within UK and international supply chains. Our risk management approach includes:

- Being alert to signs of exploitation such as poor physical appearance, lack of personal freedom or inconsistent work patterns
 - Conducting supplier assessments and onsite visits (where appropriate)
 - Ensuring that suppliers demonstrate clear labour, welfare and recruitment standards
 - Reporting concerns to relevant authorities where necessary
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5. Effectiveness: Measuring Our Performance

We evaluate our effectiveness in preventing modern slavery through:

- Regular review of policies and procedures
- Supplier checks and audits
- Monitoring concerns raised and actions taken
- Periodic review of supply chain risks
- Ensuring corrective actions are implemented where required

Our zero-tolerance stance is supported by disciplinary action for employees or termination of contracts with suppliers who breach this policy.

6. Training and Capacity Building

We provide training to staff to ensure they:

- Understand the forms and signs of modern slavery
- Know how to report concerns
- Are aware of reporting routes, including external agencies
- Can recognise risks during supplier visits or client interactions

We promote a culture of openness and support for anyone who raises concerns in good faith.

7. Reporting Concerns

- **Emergency: Call 999**
- **Non-emergency police: 101**
- **GLAA: intelligence@gla.gov.uk / 0800 432 0804**
- **Modern Slavery Helpline: 08000 121 700**

No one will suffer detrimental treatment for reporting concerns in good faith.

8. Approval

This statement summarises Independence Mobility's actions to prevent modern slavery within our business and supply chains.

Signed:

Chloe Mitchell, Director
Independence Mobility Ltd
(Date) 03/12/2025