



36 Kime Street, Burnley, BB12 6RH

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MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

PE & JE Healthcare Limited recognises its responsibility to prevent modern slavery and human trafficking within its business operations and supply chains. While our annual turnover is below £36 million and therefore, we are not considered a 'relevant commercial organisation' under Section 54 of the Modern Slavery Act 2015, we voluntarily adopted a **zero-tolerance approach** and have implemented robust processes to prevent exploitation, forced labour, or servitude in any form.

Commitment

We are fully committed to acting ethically and with integrity in all our relationships. We ensure that there is transparency within our organisation and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

Our Workforce

- All employees undergo **pre-employment checks**, including right-to-work verification, references, and, where applicable, DBS checks.
- All employment is voluntary, and no fees are charged to staff as a condition of employment.
- Staff receive contracts outlining their legal rights, pay, and working conditions, aligned with **UK employment law**.
- We have a **Whistleblowing Policy**, allowing staff to report concerns confidentially without fear of reprisal.

Our Supply Chain

- We conduct **due diligence checks** on suppliers to ensure they also uphold ethical practices.
- We seek assurances that suppliers comply with the Modern Slavery Act 2015 where relevant.
- Contracts include clauses requiring suppliers and contractors to confirm compliance with anti-slavery and human trafficking legislation.
- We do not knowingly enter into business with any organisation involved in slavery, human trafficking, or exploitative labour practices.



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Risk Management & Monitoring

- We review risks within our supply chain annually and address areas where vulnerabilities could exist.
- Managers are trained to identify warning signs of exploitation both within our workforce and in supplier relationships.
- Any concerns are escalated directly to the **Registered Manager, James Ezeiyoke**, who holds day-to-day responsibility for safeguarding and welfare within the organisation.

Training & Awareness

- Staff receive training on safeguarding, whistleblowing, and ethical conduct, which includes recognising signs of exploitation and modern slavery.
- Ongoing awareness campaigns reinforce our zero-tolerance stance.

Continuous Improvement

PE & JE Healthcare Limited will continue to monitor and strengthen its processes to prevent modern slavery and human trafficking. This includes periodic review of our suppliers, updates to our training programme, and annual review of this statement to ensure it reflects current legislation and best practice.

Governance & Responsibility

This statement has been approved by the **Managing Director, Peter Ezeiyoke**, and endorsed by the **Registered Manager, James Ezeiyoke**. Responsibility for implementing and maintaining compliance rests with the senior management team.

Signed:

Peter Chukwunonso Ezeiyoke



Endorsed By:

James Tooohukwu Ezeiyoke


