

Modern Slavery Statement

November 2025



Version	Date	Owner	Approved by	Review by
V1	07/10/2024	QA&I Lead	E Levin, OB	07/10/2025
V2	22/10/2025	QA Manager	OB Legal Team	22/10/2026
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1 Introduction

Psicon's annual turnover is under £36 million. Although Psicon is not required to make a modern slavery statement, we are making this voluntary statement to show our commitment to preventing modern slavery and human trafficking in all aspects of our business and supply chains. We recognise our responsibility to uphold the highest ethical standards and ensure that our operations do not contribute to any form of modern slavery.

Our understanding is that the risk of any part of our business and supply chains being involved in slavery and human trafficking is low, in light of several factors including our business model, but we continue to monitor potential risk areas across our business.

2 Our Business

Psicon is a private mental health company dedicated to providing comprehensive mental health services, including therapy, counselling, and psychiatric care. We operate neurodevelopmental assessment and treatment services from a number of facilities across the UK, employing a diverse team of professionals committed to improving mental health outcomes for our clients.

3 Our Policies on Slavery and Human Trafficking

We have implemented a range of policies to combat modern slavery, including:

- Freedom to speak up policy: we encourage employees and stakeholders to report any concerns related to modern slavery through our confidential whistleblowing channels.
- Recruitment and selection policy: this ensures fair and transparent hiring practices, preventing exploitation and abuse of workers.
- Grievance policy: offers a formal process for employees and other stakeholders to raise concerns and seek redress related to modern slavery.
- Environmental and Social Governance: this ensures Psicon's consideration of environmental and social governance (ESG) issues, which includes considering broader issues such as modern slavery and the exploitation of workers.
- Anti-Bribery and Corruption: this sets out Psicon's approach towards preventing bribery and corruption with the business, ensuring that any suppliers or partners are not relying on modern slavery through bribery or corrupt business practices.

4 Due Diligence Processes for Slavery and Human Trafficking

There are multiple functions involved at Psicon in monitoring and enforcing compliance, including Clinical Governance, the Executive Team, and Quality. Any risks are documented in the corporate risk register, and this is reviewed every quarter.



We expect our partners and suppliers to monitor and enforce compliance against slavery and human trafficking, and we conduct regular due diligence on our supply chains and business partners including:

- Risk assessments: identifying and assessing potential risks of modern slavery in our operations and supply chains.
- Supplier audits: conducting audits of high-risk suppliers to ensure adherence to our ethical standards.
- Training: providing training to employees and suppliers on recognizing and preventing modern slavery.

5 Further Steps

Psicon is dedicated to continual improvement in our efforts to combat modern slavery. We will regularly review and update our policies and practices to ensure they remain effective and aligned with best practices.

To further strengthen our commitment to combatting modern slavery in 2025/26, we have plans to implement the following:

- Supply chain transparency policy: ensuring thorough vetting of suppliers to identify and mitigate modern slavery risks.
- Ethical procurement policy: outlining standards for ethical sourcing and procurement practices.
- Employee training programmes: expanding training to ensure all staff are aware of modern slavery issues and reporting mechanisms.

6 Approval

This voluntary statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement and has been approved by the Board of Directors and will be reviewed annually.

Signed on behalf of the
board:

Name: Dr Dan Simmonds

Role: Managing Director

Date: 18/11/2025
