



Psicon Limited: Public Statement

# Modern Slavery Statement

June 2026



<b>Document Title:</b>	Modern Slavery Statement
<b>Document Type:</b>	Public Statement
<b>Document Owner:</b>	Managing Director
<b>Department:</b>	Central Services: Operations
<b>CQC standard</b>	Well Led
<b>HSC Act Relevant Legislation:</b>	Good governance
<b>Review period (months)</b>	12m
<b>Outcome statement:</b>	This statement outlines the steps we take to identify, prevent and address any risks of modern slavery across our business.
<b>Reviewed by:</b>	Legal Team
<b>Approved by:</b>	Managing Director
<b>Date published:</b>	02/06/2026
<b>Next review date:</b>	02/06/2027
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*This statement has been prepared with the intention that it is viewed electronically, rather than printed.*

#### Our Values



**Integrity**



**Commitment**



**Kindness**



**Trust**



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## 1 Introduction and Purpose

At Psicon, we are committed to ensuring that modern slavery and human trafficking have no place in our operations or supply chains. In compliance with the UK Modern Slavery Act 2015, we recognise our responsibility to uphold the highest ethical standards and ensure that our operations do not contribute to any form of modern slavery.

This statement outlines the steps we take to identify, prevent and address any risks of modern slavery 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.

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.

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### 3 Our Policies on Slavery and Human Trafficking

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

- **Modern Slavery Policy:** this sets out our commitment to preventing slavery, servitude, forced labour, and human trafficking within operations and supply chains.
- **Recruitment and selection policy:** this ensures fair and transparent hiring practices, preventing exploitation and abuse of workers.
- **Freedom to Speak Up Policy / Whistleblowing Policy:** we encourage employees and stakeholders to report any concerns related to modern slavery through our confidential whistleblowing channels.
- **Safeguarding Policy:** this helps our staff identify and respond to signs of exploitation or abuse.
- **Health & Safety Policy:** this ensures workers are treated lawfully and safely, reducing indicators of labour exploitation.
- **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.

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## 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.

## 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 2026/2027, we have plans to implement the following:

- **Agency worker / contractor management procedures:** to help monitor third-party staffing arrangements and ensure workers are not being exploited.
- **Supplier code of conduct:** requiring suppliers and contractors to meet ethical and labour standards, including prohibitions on forced labour.
- **Supply chain transparency policy:** ensuring thorough vetting of suppliers to identify and mitigate modern slavery risks.
- **Ethical procurement policy and procedure:** outlining standards for ethical sourcing and procurement practices and to embed due diligence and ethical considerations into purchasing and supplier management processes.
- **Employee training programmes:** expanding training to ensure all staff are aware of modern slavery issues and reporting mechanisms.

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## 6 Approval

This mandatory statement is issued in accordance with Section 54(1) of the Modern Slavery Act 2015. As our annual turnover exceeds the statutory threshold, we are required to publicly outline the steps we take to prevent modern slavery and human trafficking within our operations and supply chains. This statement has been approved by the Board of Directors and reflects our ongoing commitment to ethical business practices and transparency.

This statement will be reviewed annually to ensure it remains accurate and reflects our continued efforts in addressing modern slavery risks.

<b>Signed on behalf of the board:</b>	
<b>Name:</b>	Dr Dan Simmonds
<b>Role:</b>	Managing Director
<b>Date:</b>	02/06/2026

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## 7 Change History

Date	Version Number (new)	Change Summary
07/10/2024	V1	Document created
22/10/2025	V2	FYE2024, voluntary statement
19/05/2026	V3	FYE2025, mandatory statement

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