

# Modern Slavery and Human Trafficking Statement

Morelife (UK) Ltd | Registered Company No. 7107520

## Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It sets out Morelife's approach to preventing modern slavery and human trafficking within our organisation and across our supply chain, covering our policies, due diligence processes, risk assessment, performance monitoring, and staff training.

Morelife recognises that it has a responsibility to take a zero-tolerance approach to modern slavery and human trafficking, and to ensure that its organisation and supply chain is free from such activity. This statement sets out the activities that Morelife undertakes to fulfil that commitment.

## Organisation Structure, Business and Supply Chains

Morelife (UK) Ltd is a subsidiary of Menwell Limited (the parent group). Morelife is a specialist health and wellbeing organisation delivering evidence-based programmes to individuals, families, and communities across England. Our services include weight management, smoking cessation, alcohol reduction, NHS health checks, and healthy lifestyle programmes delivered in healthcare, community, and workplace settings.

Morelife has a defined organisational structure that includes senior leadership, clinical delivery teams, digital, technology and data functions, and operational and administrative teams. Responsibilities for anti-slavery compliance sit across our HR, Finance and Operations functions, with oversight at senior leadership level.

This statement covers the activities of Morelife and its operations in the United Kingdom. Morelife operates a local and regional supply chain with a preference for long-term business relationships. Our supply chain includes freelance practitioners and sessional workers who support programme delivery, technology and digital platform providers, facilities and venue providers, and third-party agencies used in recruitment. We operate within regulated healthcare environments and adhere to national standards relating to governance, safeguarding, and ethical practice.

## Policies in Relation to Slavery and Human Trafficking

Morelife operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing Policy:** Morelife's whistleblowing procedure is designed to make it easy for workers to make disclosures without fear of retaliation. In accordance with the Employment Rights Act 2025, this protection explicitly extends to reports concerning sexual harassment, unsafe working conditions, or any forms of coercion that may serve as precursors to modern slavery. We encourage the reporting of any behaviour that compromises the dignity and safety of individuals within our operations or supply chains
- **Staff Code of Conduct:** The Morelife code of conduct makes clear to all staff the behaviour expected of them. Morelife strives to maintain the highest standards of conduct and ethical behaviour when operating in the UK and managing its supply chain
- **Procurement Code of Conduct:** Morelife requires all suppliers to adhere to our procurement code of conduct as a condition of engagement. Suppliers must demonstrate safe working conditions, treat workers with dignity and respect, and act ethically and within the law. Serious violations will lead to immediate termination of the business relationship
- **Recruitment Policy:** Morelife uses only specified, reputable employment agencies to source prospective staff and always verifies the practices of any new agency before accepting workers from that agency

## Due Diligence Processes

Morelife undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. Morelife's due diligence and reviews include:

- Evaluating the modern slavery and human trafficking risks of each new supplier
- Conducting supplier audits or assessments which have a greater degree of focus on slavery and human trafficking where general risks are identified
- Participating in collaborative initiatives focused on human rights, and slavery and human trafficking
- Requesting written confirmation from suppliers of their compliance with applicable modern slavery legislation, including provision of their own Modern Slavery Act statement where required
- All staff are recruited in line with safer recruitment practices and are subject to robust pre-employment checks, including verification of identity, right to work, employment history, references, and Disclosure and Barring Service (DBS) checks where appropriate. Contractors and subcontractors are also required to undergo thorough vetting and onboarding processes to ensure they meet regulatory and safeguarding standards

As part of the Morelife due diligence process, Finance reviews supplier and contractor human rights and modern slavery controls at the point of engagement. Thereafter Morelife continues to monitor compliance at predetermined intervals once a business relationship has been established. Where suppliers and contractors fail to

provide evidence of compliance they are removed from the preferred supplier list with immediate effect.

## **Risk Assessment and Management**

Morelife has assessed its operations and identified the following activities and areas as potentially high risk of slavery and human trafficking: the engagement of sessional, freelance, and agency workers who support programme delivery; procurement of goods and services from sectors with known vulnerability to labour exploitation; community-based delivery in areas of high deprivation; and recruitment practices including the use of employment agencies.

Morelife takes a structured, risk-based approach to assessing and managing these risks. Risk reporting is built into existing departmental reporting processes and reviewed as part of our risk management strategy. Where risks are deemed significantly important, they are escalated in accordance with corporate procedures and reviewed for impact against the corporate strategy.

In alignment with the Fair Work Agency's enforcement framework, all contractors are required to provide transparent, auditable evidence of labour practices, including proof of fair wage payment and the absence of prohibited recruitment fees. This ensures all tiers of our supply chain adhere to the standards of the Employment Rights Act 2025.

## **Effectiveness and Performance Indicators**

Morelife has reviewed its key performance indicators in light of the Modern Slavery Act 2015 and monitors the following measures on an annual basis:

- Percentage of new suppliers completing the modern slavery compliance assessment prior to engagement
- Percentage of all staff completing mandatory modern slavery e-learning training within the required timeframe
- Number of concerns, disclosures, or whistleblowing reports received relating to modern slavery or human trafficking, and the outcome of any investigation
- Number of existing supplier relationships reviewed for compliance during the reporting period, and number removed from the preferred supplier list as a result of non-compliance

These indicators are used to identify areas for improvement and to strengthen controls where necessary.

## Training and Capacity Building

Morelife requires all employees to complete e-learning training on modern slavery and trafficking as a module within Morelife Academy, our internal training programme. This curriculum is updated annually to incorporate the latest legislative changes, including the worker protections introduced by the Employment Rights Act 2025 and the enforcement protocols of the Fair Work Agency.

In addition to mandatory all-staff training, employees in functions with direct responsibility for procurement, contract management, and HR recruitment receive additional guidance on identifying and responding to modern slavery risks relevant to their role.

## Continuous Improvement and Future Commitments

Morelife will continue to review and strengthen its approach to modern slavery and human trafficking. This includes enhancing supplier due diligence processes, maintaining robust training programmes, and ensuring that all relevant policies and procedures remain aligned with legal requirements and best practice. We are committed to ensuring that all elements of this statement are fully embedded across our organisation.

## Approval

This statement has been approved by the senior leadership team of Menwell Limited (trading as Voy, immediate parent of Morelife UK Ltd), and will be reviewed on an annual basis.



**George Pallis**

**CEO, Menwell Limited**

**Date: 08/06/2026**