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1. Introduction

At the Medical and Diagnostic Care Group and Medsol Group, we are committed to eliminating modern slavery, human trafficking, forced labour and similar human rights abuses. We want to ensure our staff and any of our contractors supplied (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour and similar human rights abuses.

2. Training

We provide appropriate training and awareness information to all our staff and contractors. In Particular:

- Our Leadership Team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- Our staff involved in supply chains receive guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- All our contractors take part in safeguarding training to assist in looking out for signs of abuse, neglect, or harm.

3. Reporting:

Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to HR Manager via email.

Reports surrounding these issues are taken extremely serious by our Board of Directors and Senior Leadership Team. We are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed in taking appropriate action, including but not limited to:

- Working with the appropriate organisations to improve standards
- Removing uncompliant organisations from our supplier list
- Passing details to appropriate law enforcement bodies

4. Monitoring Risks:

We regularly monitor our risks in this area through the use of relevant key performance indicators, including:

- The percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements,
- The effectiveness of enforcement against suppliers who breach policies,
- The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
- The level of modern slavery training and awareness amongst our staff.

5. Conclusion:

As part of our efforts in this area, we publish a modern slavery statement on an annual basis.

We would also recommend reading this in conjunction with our other policies, including our:

- Anti Bribery and Corruption policy
- Anti Harassment and Bullying policy
- Equal opportunities policy
- Ethics, Business Integrity, and Labour Standards Policy
- Safeguarding Policy
- Whistleblowing Policy