

Direct Medicare UK Ltd

Modern slavery and human trafficking statement

Introduction

This statement sets out Direct Medicare UK Ltd's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year [1 May 2021 to 30 Apr 2022].

DMC is committed to driving out acts of modern day slavery and human trafficking within its' business and that from within its' supply chains, including contractors/consultants, and partners.

The company acknowledges responsibility to the modern slavery act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services make up the supply chain within DMC.

This policy takes into account, and supports, the policies, procedures and requirements documented in our integrated management system, compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and OHSAS 18001:2007. The implementation and operation of this management system underlines our commitment to this policy. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached.

Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the directors to ensure its continuing suitability and relevance to the company activities.

As part of the company's due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier. Imported goods from sources from outside the UK and EU are potentially more at risk from slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

The company will not support or deal with any business knowingly involved in slavery or human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure

This statement covers the activities of Direct Medicare UK Ltd with reference to its Ultrasound service.

Direct Medicare UK Ltd ONLY operates within the United Kingdom.

Direct Medicare UK Ltd *does not operate any High-risk activities*

Responsibility

The company directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation

Responsibility for the organisation's anti-slavery initiatives is as follows

Policies: [Which are reviewed and put in place by the CEO and the Governance Lead]

- **Direct Medicare UK Ltd will act with due diligence and Investigate accordingly** to known or suspected instances of slavery and human trafficking. [This will be done by the Performance Management team.]
- **Training:** ensures training within its Safeguarding training to enable staff to better understand and respond to the identified slavery and human trafficking risks.

Relevant policies

The organisation 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 e.g.

- **Whistleblowing policy** - The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities which includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Diagnostic Medicare UK Ltd's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation
- **Employee code of conduct** – Diagnostic Medicare UK Ltd's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour.
- **Recruitment/Agency workers** - The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

This policy and a copy of the modern slavery act 2015 will be accessible to all employees electronically and can be obtained from the HR department upon request.

This statement of Policy will also be placed on the website

Completed by: Registered Manager

Direct Medicare UK Ltd

Signed: *Bernard Landsman*