



Modern Slavery and Human Trafficking Statement

Insource Medicare has taken steps to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

In accordance with Section 54, Part 6 of the Modern Slavery Act 2015 (the Act), this statement sets out the steps that Insource Medicare has taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business. This statement is in respect of Insource Medicare financial year ended 31 December 2023 and was approved by the Insource Medicare Board on 20th February 2024.

Overview

The Act requires commercial organisations supplying goods or services with a turnover of more than £36 million to prepare and publish an annual 'Slavery and human trafficking statement'. The statement must set out the steps an organisation has taken, if any, during its financial year to ensure that slavery or human trafficking is not taking place in its business or supply chain.

What is modern slavery?

Modern slavery is an international crime, affecting millions of people around the world - a growing global issue that transcends age, gender and ethnicities. Sadly, vulnerable people from overseas as well as across the UK, are forced to work illegally against their will across many different sectors from agriculture, construction, hospitality, retail, manufacturing, and more.

Our organisation structure and supply chains

Insource Medicare is a limited company, incorporated in England, that provides Medical and Surgical services to the NHS. Its headquarters are in Southampton UK.

Our business largely uses professionally qualified people namely clinicians and nurses as well as managers, accountants, executives, and directors. Our people policies ensure fair treatment of our people around the world.

Our external suppliers are mostly UK and US based companies in low risk sectors (such as professional services) as well as suppliers in the events and travel sectors, which are potentially higher risk.

Our policies in relation to slavery and human trafficking

Insource Medicare has established a zero-tolerance position on violations to the UK's anti-human trafficking and anti-modern slavery laws. If we find breaches of these laws within our supply chain, we will look to support companies in their efforts to comply with the legislation.

Our values of Collaboration, Leadership, Excellence, Agility, Respect, and Responsibility, are the pillars of our culture. They embody everything that we do at Insource Medicare and how we do business.



We seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted. Our policies and procedures relating to the Modern Slavery Act are in line with our culture and values.

Our specific procedures to address modern slavery risk include:

- A 'Modern slavery policy' for our people, which sets out the key issues and how we should respond.
- A process for handling complaints raised by people outside of Insource Medicare.
- Employment policies that protect our people from unfair treatment and promote a fair and inclusive workplace.
- Robust recruitment processes in line with relevant employment laws.
- A 'Procurement policy' for how we deal with suppliers and a 'Supplier code of conduct' making clear the standards we expect.

Due diligence processes, risk assessment and management

The implementation of our policies and procedures includes due diligence on suppliers that we engage with, in accordance with our procurement policy. A heightened risk area is the use of hotel and conference facilities. To mitigate against this risk, we assess the companies that we deal with as part of the decision making process for events and travel.

Key performance indicators to measure effectiveness of steps being taken

We log complaints received with the actions taken. To the date of this statement, Insource Medicare has had no identified instances of modern slavery.

Training on modern slavery and trafficking

Insource Medicare provides periodic training to our people on the subject of modern slavery and our policies to address the risks to help increase education and awareness.

If you would like to find out more about the above, please email our Legal Lead Rebecca Elliott on rebecca@insourcemedicare.co.uk

Insource Medicare takes responsibility for this Statement and its related objectives and will review and update it in accordance with The Act. Updated 20 Feb 2024.

A handwritten signature in black ink, appearing to be "Sharif Ahmed", written over a faint, large watermark of the Insource Medicare logo.

Sharif Ahmed
Director
Insource Medicare