

# Anti-Slavery Statement

## Our responsibility

Risk Medical Rescue is aware of our responsibilities towards patients, service users, employees and the local community and expects all suppliers to the company to adhere to the same ethical principles. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our internal policies replicate our commitment to acting ethically and with integrity in all our business relationships.

## We have a zero-tolerance approach to modern-day slavery.

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Recruitment policy.** We operate a robust recruitment policy following NHS safer recruitment checks, which includes conducting eligibility to work in the UK checks for all directly employed staff, and agencies on approved frameworks are audited to provide assurance that pre-employment clearance has been obtained for agency staff, to safeguard against human trafficking or individuals being forced to work against their will
- **Equal Opportunities.** We have a range of controls to protect staff from poor treatment and/or exploitation, which comply with all respective laws and regulations. These include provision of fair pay rates, fair terms and conditions of employment, and access to training and development opportunities
- **Safeguarding policies.** We adhere to the principles inherent within both our safeguarding children and adults policies. These are compliant with local safeguarding boards and provide clear guidance so that our employees are clear on how to raise safeguarding concerns about how colleagues or people receiving our services are being treated, or about practices within our business or supply chain
- **Whistleblowing policy.** We operate a Freedom to Speak Up, Raising Concerns at Work and Whistleblowing Policy so that all employees know that they can raise concerns about how colleagues or people receiving our services are being treated, or about practices within our business or supply chain, without fear of reprisals

## Our Suppliers

- We engage with various suppliers and service providers in our supply chain.

- Whilst we do not subcontract the delivery of our core services we use suppliers for things like equipment, supplies, technology and communications.
- We carry out due diligence on all new suppliers and service providers.
- Our procurement team assess the potential risks associated with modern slavery and human trafficking before entering into a business relationship.

## **Risk Assessment and Management**

- We recognise that risks related to modern slavery can evolve
- Our risk assessment process involves evaluating various factors such as geographic location, industry, and the nature of the business relationship
- Identified risks are regularly reviewed, and appropriate mitigation strategies are implemented.

## **Key Performance Indicators (KPIs)**

- **Supplier Compliance:** The percentage of suppliers and service providers who have acknowledged and complied with our Anti-Slavery and Human Trafficking Policy.
- **Training Completion:** The percentage of our employees who have completed mandatory training on modern slavery and trafficking.
- **Incident Reporting:** The number of reported concerns related to modern slavery, including any investigations and outcomes.

## **Training on Modern Slavery and Trafficking**

- We are committed to raising awareness and understanding of modern slavery and human trafficking among our employees.
- We provide annual training to ensure that employees can recognise the signs of exploitation, understand our policies, and know how to report any concerns.