



## **Modern Slavery Statement**

### **Staff Health Limited**

**Date of Approval:** June 2025

**Review Date:** June 2026

**Approved by:** Board of Directors, Staff Health Limited

#### **1. Organisation Structure, Business and Supply Chains**

Staff Health Limited is a UK-based provider of occupational health services and risk management strategies, including HSE-appointed doctor services and health surveillance. We serve clients across both public and private sectors. Our supply chains include contractors and service providers in clinical staffing, administrative support, cleaning, facilities maintenance, and other outsourced services.

#### **2. Policies in Relation to Slavery and Human Trafficking**

Staff Health Limited maintains a zero-tolerance policy towards modern slavery and human trafficking. Our Modern Slavery Policy outlines our commitment to ethical conduct, human rights, and transparency. All employees, contractors, and suppliers are expected to uphold these standards and report any concerns. We are committed to complying with the Modern Slavery Act 2015, including Section 54, which requires organisations to publish an annual statement outlining steps taken to ensure slavery and human trafficking are not taking place in our business or supply chains.



### **3. Due Diligence Processes**

We conduct due diligence on all suppliers and contractors, including risk assessments based on sector and geography, contractual obligations to comply with anti-slavery laws, and ongoing monitoring and periodic reviews. We prioritise suppliers operating in sectors identified as higher risk and require them to provide evidence of compliance.

### **4. Risk Assessment and Management**

We have identified potential risks in outsourced services such as cleaning and casual labour. To mitigate these risks, we require supplier declarations of compliance, conduct audits and site visits where appropriate, and maintain a whistleblowing mechanism for anonymous reporting. Our governance framework includes oversight by senior management to ensure accountability and continuous improvement.

### **5. Effectiveness and Performance Indicators**

We measure our effectiveness in combating modern slavery through the following indicators:

- Completion rates of supplier audits
- Number of reported concerns and their resolution
- Staff training participation rates
- Review of supplier declarations and compliance documentation

These metrics are reviewed annually and reported to the Board of Directors.

### **6. Training and Capacity Building**

All staff receive training on recognising and reporting modern slavery risks. This includes induction sessions, annual refreshers, and access



to guidance materials. Contractors are briefed on our expectations and reporting procedures. We also provide targeted training for procurement and contract management teams to enhance awareness and vigilance.

## **7. Governance and Accountability**

Staff Health Limited's governance framework ensures that modern slavery risks are addressed at the highest level. The Board of Directors is responsible for approving this statement and overseeing its implementation. Our compliance team monitors adherence to the Modern Slavery Act 2015 and reports progress annually. We are committed to transparency and continuous improvement in our efforts to combat modern slavery.