

Slavery and Human Trafficking Statement

Introduction

Fenwick Healthcare is committed to preventing modern slavery and human trafficking in its business or supply chain. Our suppliers are expected to share that commitment.

Structure of the Business

We are one of the UK's leading healthcare providers. We offer our clients a one stop shop for all staffing needs.

We work with suppliers in the UK mainland.

Policies

As part of our commitment to combating modern slavery and human trafficking, we have implemented a modern slavery and human trafficking policy.

We also make sure our suppliers are aware of our policy and have their own policies in place.

Due diligence

To reduce and monitor the risk of slavery and human trafficking within our supply chain, we have due diligence procedures designed to establish areas of potential risk in our business and supply chain, monitor potential risk areas in our business and supply chain and reduce the risk of slavery and human trafficking occurring in our business and supply chain.

Whistleblowers

We are committed to ensuring protection for all whistleblowers in our business and supply chain and have a whistleblowing policy which will apply in relation to allegations of modern slavery and human trafficking within our business or supply chain.

Risk and compliance

We regularly evaluate the risk of modern slavery occurring in our supply chain.

We do not consider that we operate in high-risk sectors or locations because all our staff are based in the UK mainland which is a low risk and we follow a robust

recruitment process that meets the required standards and criteria. Where we have identified a potential risk, it will be investigated, remediated and mitigated through due diligence, improved procurement practices or industry collaboration.

We ensure all our suppliers adhere to our anti-slavery policy. We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chain. If we find evidence of a failure to comply with our policy we will immediately seek to terminate our relationship with the relevant supplier.

Key performance indicators

We will introduce key performance indicators (KPIs) to measure how successful we are in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chain. These are as follows:

- Zero instances of breach of Modern Slavery Act.
- Requirement for all managers to complete awareness training.
- Requirement for all new staff to complete awareness training during their induction.

Training

We train our managers and staff so that they are aware of the issues and able to recognise the risks of modern slavery and human trafficking in our business and supply chain. Our managers and staff are encouraged to identify and report any potential breaches of our slavery and human trafficking policy.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Fenwick Healthcare's slavery and human trafficking statement for the financial year commencing 31 January 2020 to 30 January 2021.