Anti-Slavery and Human Trafficking Statement

Organisation's structure

We are a provider of temporary medical employment agency services in the medical recruitment sector.

Our business is conducted under the auspices of multiple National Framework Agreement awards with associated call-off contracts, Service Level Agreements and overarching control parameters.

Our supply chains

Our supply chains include supplying the Public medical sector, such as the National Health Service (NHS) and Private medical sector with candidates, including the fulfilment of locum doctor, nursing agency and other healthcare locums.

Our policies on slavery and human trafficking

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. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, we adhere to the NHS' Standard Contract (for clinical procurement), the Crown Commercial Service standards, Health Trust Europe's supplier code of conduct and the guidelines set by the Collaborative Procurements Partnership and all other relevant sector procedure guidelines including those organisations who we work within the private medical sector all of which are in place to prevent slavery and human trafficking.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.
- Ensure all those in our supply chain comply with our values by contractually requiring them to be compliant with all human trafficking legislation.
- Confirm the identities of all new candidates as well as our staff of their right to work in the United Kingdom and pay all our employees above the National Living Wage.
- Review our procedures on a regular basis.
- We have various platforms available to our staff to be able to raise any concerns they may have relating to modern slavery and human trafficking; this includes a committed Human Resources Department who have been specifically trained to handle such situations.
- We include the principles of Anti-Slavery and Human Trafficking prevention in our recruitment process policies to ensure a mutually harmonised approach is maintained

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also require our business partners to provide training to their staff and suppliers and providers.

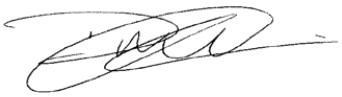
Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Review our Anti-Slavery and Human Trafficking policy to ensure effectiveness are awareness throughout the business
- Include Anti-Slavery and Human Trafficking awareness training in all of our new-starter inductions
- Include effectiveness of controls and training within annual operational ISO9001 audit
- Periodically review International Business Process Outsourcing providers to ensure local arrangements reflect expectations of internal control mechanisms
- Champion the Corporate Social Responsibility (CSR) benefits of positive embracement of Anti-Slavery and Human Trafficking methodologies with all future supply chain members

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes slavery and human trafficking statement for the financial year ending 31 December 2026.



Danny Richards
Managing Director
Surgi-Call Locums Ltd
Date: 02/01/2026