

MODERN SLAVERY STATEMENT

2023/2024



This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the plans TAC Healthcare Ltd (TAC) has to take in the forthcoming year 2023/24 and our commitment to help prevent modern slavery and human trafficking in our business and supply chains.

Introduction

TAC is aware that forced labour and human trafficking (Modern Slavery) is a rising global issue and recognises it is the responsibility of every person to be alert to the risks and report concerns appropriately. Whilst TAC is not legally required to make this statement, we do so willingly to show our full commitment to helping prevent Modern Slavery in any part of our business including our supply chains.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes the slavery and human trafficking statement for the current financial year ending 31 March 2022. This, our first statement, covers our current and planned activities for ensuring that all parts our supply chain comply with the Modern Slavery Act.

Our Business

TAC is a UK-wide health care provider that has its head office in Scotland. There are three elements to the services we offer; one is to provide private health care directly to members of the public, two to provide quality solutions to the NHS to help reduce waiting lists and three to provide Occupational Health services.

We have around 300 core staff and up to 350 people employed by us who help deliver services as part of our NHS and private contracts. Our staff are not in any category which is generally seen to be vulnerable to modern slavery in this country, but we naturally have policies and processes in place to protect all our staff and our clients.

Our five key principles that underpin the definition of Good Work:

- Satisfaction.
- Fair pay.
- Participation and progression.
- Well-being, safety and security.
- Voice and autonomy (freedom to work in a way that suits the individual).

Our Supply Chain

TAC is committed to continuously improving our practices to allow us to act ethically and with integrity in all our business relationships. To that end we want to make sure that there is transparency and accountability in our supply chain and will begin the process of Mapping our Supply Chain to better understand where the products we buy come from, how they are produced and by whom. We believe that this will help us identify and eliminate any slavery and human trafficking in our business and supply chains and to only work with those suppliers who respect the same principles as us and who support Social Values and Sustainability.

Policies

TAC has a number of policies which aim to minimise the risk of modern slavery in our supply chain. These include:

- Procurement Policy
- Speak Up Have Your Say

MODERN SLAVERY STATEMENT 2023/2024



- Whistleblowing Policy
- Human Rights Policy Statement
- Environmental Policy Statement
- Anti-Bribery and Corruption Policy
- Health and Safety Policy

Due Diligence

Whilst we do not believe we have any suppliers who present high modern slavery risks in our supply chain at present we need more assurance that this is the case. This year we will conduct a Supply Chain Mapping exercise to help identify, understand and manage the risks to ensure we have a full understanding of our supply chain.

The Group Financial Operations Manager is responsible for assessing the information submitted by suppliers. Should a supplier fail to provide the information requested, or to meet TAC's expectations, TAC will take appropriate action; this may include not entering into a relationship or terminating the relationship with the supplier concerned.

As part of our initiative to identify risk and mitigate against such risks, the Group Financial Operations Manager will report any such findings to TAC's Incident and Risk Management Group.

Raising Awareness

All TAC staff undertake an we undertook training with SEDEX to review our supply chain and determine whether there was a need join; the risk assessment evidenced that TAC has no suppliers in any high-risk countries and this remains the case.

Looking Ahead

Over the course of this financial year, we will continue to enhance our procedures to help us identify, prevent, and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.

We will

- Introduce Modern Slavery training for all staff involved in purchasing supplies
- Map the supply chain to assess particular product / geographical risks

Approval

This statement has been formally approved by the Directors of TAC Healthcare Ltd on their behalf.

A handwritten signature in black ink, appearing to read 'K Park'.

Mr Kenneth Park

Clinical Director

01 March 2023