

MODERN SLAVERY ACT TRANSPARENCY STATEMENT

Here are the steps MEDWING has taken and continues to take in the future to understand and minimise the potential risk of modern slavery in its business and supply chains.

MEDWING UK Ltd. is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. This statement is published in line with section 54 (1) of the Modern Slavery Act 2015.

As an equal opportunities employer, we are constantly working on creating and ensuring a non-discriminatory and respectful working environment for our staff. We truly believe in what we do and take our mission and vision as well as our goals with regard to a work environment free of discrimination very seriously. We want all our employees to feel safe to raise grievances without risk to themselves. As part of this, we strive to establish partnerships with organisations that have the same high standards as we do. We do not enter into business with any organisation in the UK or elsewhere that is complicit in slavery, servitude, forced or compulsory labour.

About MEDWING

MEDWING UK Ltd. is a job matching and career consulting company for all healthcare professions. As such, we have lasting partnerships with facilities across the UK healthcare industry, ranging from small clinics to large hospital chains. MEDWING is headquartered in Berlin, Germany, whereas MEDWING UK Ltd. operates from London, UK. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners. This policy does not form part of any employee's contract of employment and we may amend it at any time. You are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are always welcome.

Our staff

Our staff are an essential part of MEDWING UK Ltd's continuing success and we understand the importance of creating and maintaining a fair and equal working environment.

To achieve this, we at MEDWING are driving a culture where people follow a collective team spirit and stand up for a shared mission. We have a great awareness for our

community and show this in our clear and transparent communication and appreciative interaction with each other. To establish a work environment free of discrimination, our whole team keeps working on ensuring that our recruitment practices and procedures comply with the relevant local regulations and standards and we strive to take a fair and equal approach to hiring talent and to ensure that no employee is discriminated against, the latter being the goal of our Diversity, Equity and Inclusion Employee Network in particular. In addition to our directly engaged staff, we also outsource some important services to our trusted partners. We seek to ensure that where staff are engaged through third party organisations, there are clear obligations on those organisations to adhere to all legal obligations in respect of those individuals.

Our business and supply chains

Part of our business is involved in connecting healthcare professionals with our partners such as clinics, hospitals or other facilities. In that way, we act as an intermediary for such facilities, providing an online platform for our candidates to find the perfect job for them. Our supply chain in engaging with these partners is relatively short and integrated. Nevertheless, we recognise the risks which our work could potentially create, so we want to continue to reduce risks wherever possible.

Due diligence

It is an essential part of the way we work that we want our business partners to maintain the same high standards as we do. This applies in particular to ensuring that all employees and candidates are treated with respect and dignity in a fair and ethically-minded environment.

We try our best to ensure that we work with partners that maintain the appropriate standards and attitudes in relation to employee and candidate engagement and treatment. In this regard, our due diligence processes are designed to identify, evaluate and track potential areas of risk in relation to our business and supply chains. This includes taking into account the type of services provided and the location from which they are supplied. We will continue to strive to manage all identified risks and work with our suppliers and manufacturers to maintain ethical standards. We expect that our suppliers will hold their own supply chain to the same high standards. For this reason, we require third party institutions to comply with all legal obligations in relation to the staff they employ.

Communication & awareness of this policy

It is important to us that our staff are aware of the problems that modern slavery poses and it is essential that our values are upheld by each and everyone of them. We recognise that this is a multi-faceted area where there is no standard solution. For this reason, we are trying our best to keep our staff up to date to ensure that our practices continue to be in line with the way we work.

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This statement is given on behalf of MEDWING UK Ltd. for the financial year ending 31 December 2023. It sets out the steps taken during the financial year to prevent modern slavery and human trafficking in our business and supply chains. This statement will be reviewed and updated every year.

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Johannes Roggendorf
Managing Director
Signed on behalf of MEDWING UK Ltd.