

MODERN SLAVERY POLICY

Last Minute Healthcare is committed to eliminating modern slavery, human trafficking, forced labor, and similar human rights abuses.

Last Minute Healthcare is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behavior or threats that may amount to modern slavery, human trafficking, forced labor, and similar human rights abuses.

Last Minute Healthcare provides appropriate training and awareness information for all of its staff. In particular:

- All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to Director.

Reports surrounding these issues are taken extremely seriously by our senior leadership team, who are committed to ensuring that all investigations shall be:

- Working with the appropriate organizations to improve standards,
- Removing that organization from our preferred supplier list,
- Passing details to appropriate law enforcement bodies.

We regularly monitor our risks in this area through the use of relevant key performance indicators, including:

- Getting all supplier to provide their own modern slavery statements,
- Provide modern slavery training and awareness amongst our staff.

As part of our efforts in this area, we publish a modern slavery statement on an annual basis.

We would also recommend reading this in conjunction with our other policies, including our:

- Anti-bribery / corruption policy, and
- Whistle-blowing policy.
- Payroll standard operating procedure.

This policy was adopted on 17/01/2019 after being agreed by directors. It is reviewed annually.

This statement is made as part of Last Minute Healthcare Ltd's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarizes how Last Minute Healthcare operates, the policies and processes in place to minimize the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act and relates to the financial year 02/2019 to 02/2020. It was approved by director on 02/01/2019.

Our Business

Last Minute Healthcare Ltd is a limited company operating in the recruitment sector. We supply temporary workers in the Private and Public healthcare sectors. Last Minute Healthcare Ltd is an independent business.

Who we work with?

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff.

Other relationships

As part of our business, we also work with the following organizations:

- ICO
- Nursing and Midwifery Council
- the Recruitment and Employment Confederation (www.rec.uk.com)

Our Policies

Last Minute Healthcare Ltd has a modern slavery policy available at [www@lastminutehealthcare.com](http://www.lastminutehealthcare.com). In addition, Last Minute Healthcare Ltd has the following policies which incorporate ethical standards for our staff and our suppliers.

- Anti-bribery / corruption policy, and
- Whistle-blowing policy.
- Payroll standard operating procedure.

Policy development and review

Last Minute Healthcare Ltd policies are established by our Directors, based on advice from HR professionals, industry best practice and legal advice. We review our policies annually, or as needed to adapt to changes.

Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistleblowing.

After due consideration, we have not identified any significant risks of modern slavery, forced labor, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimize the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.

- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorized to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.
- We ensure that all of our suppliers are members of appropriate industry bodies and working groups.

Our staff are encouraged to bring any concerns they have to the attention of management.

Our Performance

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by directors:

- Getting all supplier to provide their own modern slavery statements,
- Provide modern slavery training and awareness amongst all our staff.

We carefully consider our indicators, in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- Our staff involved in our procurement and supply chains undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management. As part of this, our staff are encouraged to discuss any concerns that they have.

Training is refreshed annually.