

SECURICARE (MEDICAL) LIMITED

STATEMENT OF COMPLIANCE WITH THE MODERN SLAVERY ACT 2015

INTRODUCTION BY THE BOARD OF DIRECTORS

Securicare (Medical) Ltd is committed to acting ethically and with integrity in all of our business activities and partnerships. In particular, we will not tolerate any supplier, representative or business partner found to be involved in slavery, servitude and forced or compulsory labour, or human trafficking, and we strive for the highest ethical business practices within the company and throughout our supply chain. We are committed to improving our practices to combat slavery, human trafficking and child labour. To this end, we shall continue to put into place practices and policies which support the aspirations and objectives of the Modern Slavery Act 2015.

OUR BUSINESS STRUCTURE

Securicare (Medical) Limited was founded in 1984 as one of the original companies in the Clinimed Group. It is a wholly owned subsidiary of Clinimed (Holdings) Limited, a privately owned company with headquarters in High Wycombe, Buckinghamshire, which owns six other UK based subsidiaries: Clinimed Limited, Flexible Medical Packaging Limited, Helapet Limited, Careflex Limited, Welland Medical Limited and Hydrokem Aerosols Limited.

Based in High Wycombe, we provide specialist nurses to the NHS, and hold a Dispensing Appliance Contractor's licence to dispense ostomy products on prescription. We have a team of specialist nurses and a patient services department to support our patients.

Clinimed (Holdings) Limited, as our parent company, provides legal, financial, HR and overall direction to the Group from its offices in Marlow, Buckinghamshire.

OUR SUPPLY CHAINS

The products we supply are exclusively medical devices supplied by organisations approved by the NHS through the registration of their products on the NHS Drug Tariff. Our biggest customer in the UK is the National Health Service.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

Our NHS Terms of Business require us to supply all providers' prescription products, and through due diligence, we ensure that those suppliers comply with the highest ethical standards. We expect our suppliers and business partners to ensure that no modern slavery or human trafficking exists within their own businesses.

EMPLOYMENT PROCEDURES AND POLICIES

- Recruitment policy. We operate a robust recruitment policy, including conducting 'eligibility to work in the UK' checks for all potential staff to safeguard against human trafficking or individuals being forced to work against their will.
- Protection of Employees. By maintaining and communicating clear policies and procedures, for example, effective Grievance and Freedom to Speak Up policies, all staff know that they can raise concerns about how they and their colleagues are being treated, or practices within our business or supply chain, without fear of reprisals. Our policies are designed and strictly adhered to as reassurance to our workers that our Group treats them fairly, equally and transparently and complies with all relevant legislation and best practice.
- We only employ agency workers through reputable employment agencies with whom we have written agreements, and who are working under one of the industry's governance schemes.

As much of the work we do involves the NHS, we are also required to adhere to its high standards of ethical requirements and its policies on such matters, and our own policies are to a large extent shaped by the requirements placed by the NHS on its suppliers of goods and services.

We are proud to be accredited to Investors in People Gold.

The well-being of our staff is of course an important focus for us. The business has access to several trained Mental Health First Aiders, who are known to and available for all staff both at Head Office and remotely. Our Line Managers receive mental health awareness training.

We conduct staff surveys at least annually: we feed back results to staff and engage with them to ensure that they can see that we use the findings to make improvements where requirements have been identified.

All of our staff contribute to the values which underpin our business:

Creating Value

Agile

Responsible (encompassing integrity and transparency)

Everyone Counts (recognising the value of every person)

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. Our Anti-slavery Statement reflects our commitment 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. This statement is supported and reinforced by our Policies and Procedures.

SUPPLIER ADHERENCE TO OUR VALUES

To ensure all those in our supply chain and contractors comply with our values we shall continue to assess, via the due diligence mentioned above, any risks posed by any of our suppliers.

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 make our staff aware of the issue of modern slavery and the company's attitude to it, whilst continuing to foster an environment in which all our staff feel empowered to, and secure in, raising any concerns they may have.

Our induction programme includes making new staff aware of our Modern Slavery Statement (in prior year this was the Clinimed Group Statement), and ensuring that they have read and understood it.

We shall be rolling out online Modern Slavery Awareness training to staff in 2024. This will be included in our induction training, and for existing staff will be refreshed on a regular basis.

FURTHER STEPS

We shall continue to review compliance throughout the coming year, and future statements will demonstrate the development and the attainment of the goals expressed herein.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31st December 2023. It has been approved by the Boards of Directors of Clinimed (Holdings) Limited and Securicare (Medical) Limited.



Nigel D Piercey,
Group Chairman,
Clinimed Group of Companies.



Sean L Farbrother
Chairman,
Securicare (Medical) Limited

Date: 27 June 2024