

## Modern slavery statement

### Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Urgent Response Healthcare Ltd has zero tolerance approach to modern slavery is committed to improving our practices to combat it.

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.**

### Our business

Urgent Response Healthcare Ltd is a privately-owned recruitment agency based in the United Kingdom and operates in the healthcare sector, placing a wide range of healthcare professionals from all medical sectors.

For more information about the company please visit our website: [www.urgentresponsehealthcare.com](http://www.urgentresponsehealthcare.com)

### Our policies on modern slavery and human trafficking

Urgent Response Healthcare is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

We continually review our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues to ensure that all parts of our business and supply chain are modern slavery free.

Our workplace policies and procedures demonstrate our commitment to:

- act ethically and with integrity in all our business relationships.
- implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our supply chains.

Urgent Response Healthcare has in place strong policies, due diligence and risk assessment processes pertaining to risk management, safeguarding, whistleblowing and complaints. This is to ensure that where modern slavery is suspected, this can be managed sensitively and appropriately with the correct safeguards in place. We recognise the responsibilities we have towards our service users, carers, independent contractors and staff and encourage both contractors and staff to report any concerns.

### Due diligence processes for modern slavery and human trafficking

As part of our initiative to identify and mitigate risk of modern slavery and human trafficking in our organisation and our supply chain we:

- adhere to the National NHS Employment Checks/Standards. These include checks regarding employees' UK address, right to work in the UK and obtaining suitable references.
- ensure our permanent staff receive fair pay rates via contractual terms.
- ensure agency staff receive agreed pay rates through umbrella companies held on an approved suppliers list.

- ensure all procurement and purchasing is conducted in line with Urgent Response Healthcare policies.
- protect whistle blowers and encourage contractors and staff to report concerns.
- Conduct internal and external supplier audits throughout the entirety of supply chain.

## 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 and will continue to provide training to our staff.

The Modern Slavery Act 2015 and its explanatory notes are available at:

**<https://www.gov.uk/government/collections/modern-slavery>**

All Directors have been advised on the subject and have approved this statement and will continue to support the requirements of the legislation. Requirement for review of this statement will be assessed on an annual basis to ensure it reflects the work Urgent Response Healthcare undertakes in improving our practices to combat modern slavery and human trafficking.

Emma McFarlane

Director

Date: 1st January 2024

