



## **Modern Slavery Statement**

**July 2023**

### **Introduction**

OneMedicare (OMC) are a socially-responsible, purpose driven, for profit company, with over 16 years experience delivering urgent and primary care across the UK, delivering urgent care to over 250k people annually.

We are a privately owned company; Co-Founders Rachel Beverley- Stephenson (exec Chair) and Michael Beverley (Vice Chair) are majority shareholders, with a member of minority shareholders and employee shareholders.

OMC is led by a Board of Directors and Senior Leaders, who have a wealth of experience and expertise from working across the NHSS, from public and private sectors.

OMC provides NHS primary care, urgent care, and community-based dermatology services across England and Scotland. We work in collaboration with partners and colleagues across NHS systems, PCN and GP federations.

We are building a healthier future for all. Through delivering more inclusive and more equitable care services, with better health outcomes for both individuals and communities, that are value for money, sustainable, and able to tackle the health challenges we face. We create better environments for health care users and health care workers. We look to innovate and make the most of knowledge, insights and learning. Finally, we want everyone's experience of working for us, and with us, to be a good one. Our people and our partnerships are at the heart of everything we do.

We want to re-envision how healthcare services and estates are delivered to people within the communities to improve their lives, improve health outcomes, and end health inequality. We want to see people thrive through better health and wellbeing.

Whilst we are not legally required to set out our steps taken in relation to Section 54 of the Modern Slavery Act 2015, as a responsible company, we are committed to the principles within the Act.

We have zero tolerance for modern slavery and human trafficking. We are guided by our values, People First, Working Together, and A Healthier Future throughout our organisation and expect the companies we do business with to adhere to these same principles as part of our Environmental, Social, and Governance Strategy. OMC's internal policies and procedures support the mitigation of risk relating to the potential for modern slavery or human trafficking.

### **Risk of Modern Slavery**

Whilst current internal checks and due diligence of existing supplier has demonstrated a low risk of slavery and trafficking taking place within our business and supply chain,

we have taken the steps outlined in this statement to further lessen and mitigate our overall risk.

As part of the NHS frontline, we lead urgent care within emergency departments, urgent treatment centres, GP and primary care surgeries. Our business offer, includes urgent treatment, primary care streaming, minor illness walk-ins, minor injury, urgent care, general practice and community dermatology.

It is the policy of OMC that modern slavery or human trafficking should not take place in any part of our business or supply chain. Whilst we are not legally required to set out our steps taken in relation to Section 54 of the Modern Slavery Act 2015, as a for purpose company we are committed to this principle.

Modern slavery and human trafficking fundamentally goes against, our values and culture as a company. We have zero tolerance for slavery and human trafficking. We are guided by our values, People First, Working Together, and A Healthier Future throughout our organisation and expect the companies we do business with to adhere to these same principles as part of our Environmental, Social, and Governance Strategy.

This statement sets out what we have done to understand all potential modern slavery and human trafficking risks, and how we mitigate against them using effective systems, policies, and controls.

### **Statement of Intent**

Our supply chain includes procurement of locum staff, medical consumables, facilities maintenance, utilities, and waste management. No modern slavery or human trafficking should take place in any part of our business or supply chain.

This statement sets out what we have done to understand all potential modern slavery and human trafficking risks, and how we mitigate against them using effective systems, policies, and controls.

**Responsibility:** All colleagues, from the Board of Directors down, have a personal responsibility for the successful prevention of modern slavery and human trafficking through the correct management of the aspects of our supply chain mentioned above.

**Training:** Staff are trained to report concerns about slavery and human trafficking appropriately and leaders act upon them in accordance with our policies and procedures. Modern slavery is included within our HR and safeguarding governance, and information to all OMC staff. Through our governance and information provided to staff we highlight modern slavery, human trafficking and forced labour, applicable legislation and the key signs for staff to look out for when any stakeholders, including patients, colleagues, partners, suppliers or contractors may potentially be a victim of modern slavery.

## Risk Management

OMC's internal policies and procedures support the mitigation of risk relating to the potential for modern slavery or human trafficking.

Our modern slavery policies within our HR and safeguarding governance provides information to all OMC staff. Through our governance and information provided to staff we highlight modern slavery, human trafficking and forced labour, applicable legislation and the key signs for staff to look out for when any stakeholders, including patients, colleagues, partners, suppliers or contractors may potentially be a victim of modern slavery.

We protect OMC against the risks of modern slavery and human trafficking in our own business and our supply chain through the following work:

- **Recruitment:** Includes conducting checks for eligibility to work in the UK for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- **Freedom to Speak Up:** Ensures all employees know they can raise concerns about how colleagues are being treated, or concerns around practices within our business or supply chain, without fear of reprisals.
- **Preferred Supplier List for Locum Agencies:** We work with a preferred supplier list for agency locums, whose policies and practices have been reviewed and vetted to ensure the risk of modern slavery is mitigated. Where locums are directly booked, they are subject to the same checks as our substantive staff.
- **Equality and Diversity:** Outlines our commitment to provide an inclusive environment which promotes equality, encourages and values diversity, eliminates discrimination (including bullying, harassment and victimisation) and respects the rights and dignity of all employees and patients. We have as a leadership team signed up to the NHS Confederation's Inclusive Leadership Pledge to support this further.
- **Terms and Conditions:** We are a fair and just employer that supports the wellbeing of staff in all its forms, including mental, physical and financial wellbeing. These include the provision of fair pay rates, fair Terms of Conditions of Employment and access to training and development opportunities.
- **Procurement policy:** We use a preferred supplier list and purchase most of our products from local or regional companies who are based in the UK. We audit our suppliers to ensure we are working with similarly responsible businesses and those who are working in line with the requirements of the UK Modern Slavery Act (2015) or similar legislation and/or have a Modern Slavery Policy in place.
- **Anti-Fraud, Bribery & Corruption:** Our processes and governance ensure that business is conducted in an open, honest, and ethical manner, details the Company's commitment to the proper use of public funds and outlines roles and responsibilities for the prevention of fraud, bribery, and corruption.

## **Supply Chain Engagement**

We require all suppliers to comply with the provisions of the UK Modern Slavery Act (2015) as well as with our data protection and ESG strategy. As part of our review of Locum Agency Preferred Supplier List in particular OMC will request a statement of compliance with regards to Modern Slavery and Human Trafficking.

From 2023 we require all suppliers in our supply chain to sign a declaration that no Modern Slavery or Human Trafficking occurs within their business or supply chains and they must evidence this as part of our contract review process.

As part of our ESG and approach to modern slavery we form long-standing relationships with our suppliers with a shared commitment to our company values and purpose including supporting suppliers to reducing the risk of modern slavery and human trafficking within their own business.

## **Statement of On-going Compliance**

All members of staff have a personal responsibility for the successful prevention of slavery and human trafficking.

Staff are trained to report concerns about slavery and human trafficking appropriately and leaders act upon them in accordance with our policies and procedures.

Advice and training is available to staff through our Safeguarding Children and Adults training, our Safeguarding policies and procedures and our Safeguarding leads. Similarly, our ESG Team are trained in Supply Chain management and auditing.

OMC monitor reports received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified. To date none have been received.

## **Board of Directors Approval**

The Board of Directors considered and approved this statement on 18/7/2023 and is committed to supporting and upholding the requirements of the legislation.

Signed



William Dawson, Chief Executive Officer



Date: 18/07/2023