Medicare People

HEALTHCARE STAFFING

Modern Slavery Policy

Policy title	Modern Slavery Policy
Organisation	Medicare People Limited
Service	Healthcare staffing
Policy owner	Managing Director
Version	2.0
Date	01/11/2026
Next review	November 2027

1. Purpose

Medicare People is committed to upholding the highest ethical standards and ensuring that modern slavery and human trafficking do not exist within our supply chains or operations. We recognize the serious nature of modern slavery and human trafficking and are dedicated to protecting the rights of all individuals involved in our business activities.

2. Scope

This policy applies to everyone who works for or on behalf of Medicare People: office and management staff, and the nurses, healthcare assistants, support workers and carers we supply to care providers, whether employed, engaged through an umbrella company or self-employed.

3. Responsibilities

- The Managing Director has overall responsibility for this policy and for making sure it is followed and kept up to date.
- Managers and the compliance team make sure staff and workers understand the policy, follow it in practice and get the training and support they need.
- Everyone covered by this policy must follow it and raise any concerns with their manager or the compliance team straight away.

Our commitment to modern slavery prevention includes

- Risk assessment and due diligence: We conduct comprehensive risk assessments of our supply chains to identify

- potential vulnerabilities and areas where modern slavery may occur. We perform thorough due diligence on all new and
- existing suppliers, including background checks, site visits, and assessments of their labour practices and compliance
- with relevant laws and regulations.
- Supplier code of conduct: We require our suppliers to adhere to a strict code of conduct that prohibits modern slavery
- and human trafficking, outlines our expectations for fair labour practices, and sets standards for worker welfare. The code
- of conduct is communicated to all suppliers and is regularly reviewed and updated.
- Training and awareness: We provide comprehensive training to our employees and suppliers on the issue of modern
- slavery and human trafficking, including the signs and indicators of such practices. We also raise awareness of the
- importance of ethical sourcing and responsible business practices. Training is mandatory for all relevant staff and is
- regularly refreshed to ensure that employees are equipped with the knowledge and skills to identify and address potential
- risks.
- Monitoring and reporting: We implement robust monitoring and reporting mechanisms to ensure compliance with our
- modern slavery policies and procedures. This includes regular audits, inspections, and reviews of supplier practices. We
- have established a dedicated team responsible for monitoring our supply chain and reporting any potential violations.
- Remediation: If we identify any instances of modern slavery or human trafficking within our supply chain, we take
- immediate action to address the issue. This may include working with suppliers to implement corrective measures,
- terminating business relationships, or reporting violations to relevant authorities. We have established a clear process for
- addressing violations and ensuring that appropriate remedial actions are taken.
- Collaboration: We collaborate with industry partners, NGOs, and government agencies to promote best practices in
- modern slavery prevention and eradication. We participate in industry initiatives and support efforts to raise awareness
- and drive change. We are committed to working with others to address the systemic issues that contribute to modern
- slavery.

Medicare People is committed to transparency and accountability. We will publish an annual modern slavery statement that outlines our activities and progress in addressing modern slavery

and human trafficking within our supply chains. The statement will be made publicly available on our website.

If you have any concerns or suspicions of modern slavery or human trafficking within our supply chain, please contact us immediately.

4. Monitoring and review

This policy is reviewed every year, or sooner if legislation, guidance or our services change, or if an incident, complaint or audit shows it needs updating. The review is recorded in the version history below.

5. Legislation and guidance

- Modern Slavery Act 2015
- Gangmasters and Labour Abuse Authority guidance
- Conduct of Employment Agencies and Employment Businesses Regulations 2003

Version history

Version	Summary
1.0	Original policy
2.0	1 November 2026 – restyled to the Medicare People brand, structure standardised, legal references updated