

## Modern Slavery Statement

### ***1. Introduction***

Medstaff Healthcare Limited is fully committed to preventing modern slavery and human trafficking in all areas of our business and supply chains. We recognize our duty under the Modern Slavery Act 2015 to take a proactive approach in identifying and addressing any risk of exploitation associated with our operations, particularly within the healthcare and recruitment sectors.

### ***2. What Is Modern Slavery?***

Modern slavery is a crime and a violation of fundamental human rights. It includes:

- Human trafficking
- Forced or compulsory labor
- Debt bondage
- Servitude
- Exploitation of vulnerable individuals

Modern slavery can occur in any industry and affects both adults and children.

### ***3. Our Business and Supply Chain***

As a healthcare recruitment company, Medstaff Healthcare Limited operates across the UK, placing temporary and permanent clinical and non-clinical staff with public and private healthcare clients.

We work with:

- Job applicants and workers from both the UK and international markets
- Umbrella companies, payroll providers, and training partners
- NHS Trusts, local authorities, and private healthcare providers

### ***4. Our Commitments***

We are committed to:

- Conducting right to work and identity checks for all candidates
- Using only approved suppliers who share our ethical standards
- Auditing our supply chain for compliance with anti-slavery regulations
- Providing safeguarding and modern slavery training for staff
- Ensuring all staff and workers are free to leave employment and not held in debt or coercive conditions

### ***5. Reporting Concerns***

If any employee, contractor, or candidate has concerns that modern slavery may be occurring in any part of our operations or supply chain, they are encouraged to report it immediately to:

- Their line manager
- The Designated Safeguarding Lead (DSL)
- Or anonymously via the company's Whistleblowing Procedure

Reports will be treated confidentially and investigated without delay.

### ***6. Ongoing Review***

This statement is reviewed annually and published in accordance with section 54 of the Modern Slavery Act 2015. We continue to assess and improve our processes to minimize the risk of exploitation in our business and supply chain.

Approved By:

Mary George  
Director  
Medstaff Healthcare

A handwritten signature in blue ink, appearing to read "M George", is written over the printed name and title.