



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

In line with our core values, mission and vision, we ensure we comply with laws and standards relating to modern slavery and human trafficking. Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Choices Healthcare, we uphold our values to high standards and aim to continuously assess the risk of modern slavery in our organisation. We state emphatically that we have a zero-tolerance approach to modern slavery, and are fully committed to preventing slavery and human trafficking in our organisational operations. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking at all times.

Our business:

- Choices Healthcare Ltd
- Provider of health and social care staff
- Operating in the United Kingdom (Essex, London and Suffolk)

We establish a relationship of trust and integrity with all our clients and contract service providers, which is built upon mutually beneficial factors. Our supplier selection and onboarding procedure includes due diligence of the contract service providers, respect for the law, compliance with health, safety and environmental standards, and references.

[We haven't been made aware of any allegations of human trafficking/slavery activities against any of our contract service providers and suppliers, but we take a vigilant approach at all times and would act immediately against any supplier and would collaborate with relevant authorities.]

Employees

All our employees are based in the United Kingdom. Our workforce are directly employed and are generally not in any category which is seen to be vulnerable to modern slavery in this country, so our main focus is to ensure there are policies and due diligence procedures in place.

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We ensure that employees:

- have a right to work in the UK. This involves asking the individual present their relevant identity documentation. A delay in providing proof of identity and/or associated right to work documentation might indicate a modern slavery issue and would be escalated appropriately;
- take relevant references to ensure the individual is hired in a role that they have the ability to undertake;
- we carry out detailed background checks and ensure all contracts comply with all legal requirements regarding workers' rights;
- where we provide payroll services, we check that the employee has a bank account in their own name into which their remuneration is paid;
- pay employees according to their roles but always adhering to the payment of above minimum Wage in the UK and all compulsory minimum wage premium as set by governments;
- ensure employees are well informed of their right and procedure to leave their employment.

Policies

Choices Healthcare Ltd operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- Whistleblowing Policy - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation. We provide a confidential helpline to protect the identity of the whistle-blowers.
- Code of Conduct - our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.

Awareness

Choices Healthcare Ltd has raised awareness of modern slavery issues by putting up posters across our facilities and sending an email that is focused specifically on modern slavery to all our staff, which explains:

- Our commitment in the fight against modern slavery
- Red flags for potential cases of slavery or human trafficking
- How employees should report suspicions of modern slavery



Training

In keeping with the core values and ethics of the organisation, we recognise that our staff need to be well informed and aware of the policies to combat modern slavery and human trafficking. In this regard, we organize training to equip employees with the knowledge and skills to identify and understand the risks of modern slavery and human trafficking with our providers.

This statement has been published in accordance with section 54(1) of the Modern Slavery Act 2015 and approved by the board of Choices Healthcare Ltd.

A handwritten signature in black ink, appearing to read "Ade Odukoya", is written over a light grey horizontal line.

Ade Odukoya

Director

Revised in April 2019.