



Modern Slavery Act Statement

1. Introduction

- 1.1. Renal Services (UK) Ltd and its subsidiaries are committed to ensuring that no modern slavery or human trafficking takes place in any part of our organisation or our supply chain;
- 1.2. This statement sets our actions taken by Renal Services (UK) Ltd to understand all potential modern slavery and human trafficking risks and to implement effective systems and controls.

2. Our policy on Slavery and Human Trafficking

- 2.1. Renal Services (UK) Ltd is fully aware of the responsibility we bear towards our service users, employees and local communities;
- 2.2. We have a zero tolerance for slavery and human trafficking;
- 2.3. Our staff are expected to report concerns about slavery and human trafficking and our senior managers are expected to act upon them in accordance with advice given by our Human Resource Advisors.

3. Control Systems

- 3.1. To identify and mitigate the risks of modern slavery and human trafficking in our organisation and our supply chain, we ensure:
 - 3.1.1. Appropriate pre-employment checks are undertaken on directly employed staff and agency staff including right to work checks;
 - 3.1.2. All staff are employed on fair pay rates with clinical staff salaries being aligned to the National Health Service;
 - 3.1.3. Fair Terms and Conditions of employment through formalised contracts;
 - 3.1.4. Access to training and development opportunities as indicated;
 - 3.1.5. Consult HR Advisors on proposed changes to employment, work organisation and contractual relations;
 - 3.1.6. Purchase all supplies from UK or EU based firms who are required to comply with the UK Modern Slavery Act (2015) or similar legislation in other EU states.

4. Training

- 4.1. Advice and training about modern slavery and human trafficking is available to staff through our Safeguarding Children and Adult training and our Safeguarding leads.

5. Approval

- 5.1. This statement has been approved by the Integrated Governance Committee which includes members from the Board of Directors;
- 5.2. The statement will be reviewed annually.