



Modern Slavery & Human Trafficking Statement

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| Intended Audience | All EDMS Staff |
| Publicly Available | Yes |

EDMS have made every effort to ensure this policy does not unlawfully discriminate on the grounds of any protected characteristics of: age, disability, gender reassignment, race, religion/belief, gender, sexual orientation, marriage/civil partnership, pregnancy/maternity. EDMS has a zero-tolerance approach to unfair discrimination on the basis of spent criminal convictions, Trade Union membership or non-membership and employment or belonging to any other organisation. In addition, EDMS will have due regard to advancing equality of opportunity between people from different groups and foster good relations between people from different groups. This policy applies to all individuals working at all levels and grades for EDMS, including senior managers, directors, employees (whether permanent, fixed-term, zero hours or temporary), or any other person associated with EDMS. All of our policies can be provided in alternative formats and languages.

Our Statement

Under the Modern Slavery Act 2015 Section 54, EDMS undertakes to take all reasonable steps to prevent slavery and human trafficking either within our organisation or within our suppliers and clients. The purpose of this statement is to outline all of the steps we take to achieve this.

Training our staff:

All of our staff undertake the Home Office PREVENT e-learning programme. In addition, all staff receive training via our own mandatory training in adult and child safeguarding. We also ensure our staff know the signs of modern slavery and human trafficking and how to make a digital referral via the HM Government website using the National Referral Mechanism (NRM) and Duty to Notify (DtN) systems

This Modern Slavery Statement will lead our activity against modern slavery, looking closely at our business, our clients, our direct supply chain partners and our own employees. We encourage all of our people to take responsibility, not only for ensuring that we conduct ourselves in the right way and with respect for others, but also that we are aware of and are looking out for signs that any individuals we come across could be experiencing a violation of their fundamental human rights. If that happens, we want to make sure our people know what actions to take. Where we can, we aim to raise working standards and find ways to minimise the risk of modern slavery within our business as well as adhering to the legal requirements of the Act.

We also recognise that there is always more that can be done. EDMS is a well-known organisation. We operate alongside third-party partners in the UK and Europe. Contractors, sub-contractors, suppliers and agency workers to ensure they are all treated fairly and are aware of their requirements under the Modern Slavery Act.

We periodically review our Anti-Slavery & Human Trafficking Policy and all other internal policies and documents, with assistance from our external advisers.

We ensure that our Policy incorporates the pertinent elements of the Act and that we have the right processes and protections in place to help ensure our compliance with the Act. All updates to our Policy are approved by our directors.

Our Suppliers will comply with our Policy and our Supplier Code of Conduct (SCC). In addition, all new suppliers seeking to partner with EDMS must agree to comply with our Policy and the Supplier Code of Conduct as part of their application and assessment process. Supplier Risk Assessment & Commitment Supported by our external legal advisers, we undertook an extensive risk assessment of all our direct suppliers to understand where a higher risk of modern slavery and human trafficking exists. We conducted this assessment based on internal supplier information, geographical locations, vendor type, financial risk and specific modern slavery and human rights triggers.

Wherever possible we aim to work with UK based suppliers, to give us the benefit of building much closer working relationships with them but also the ability to visit and assess these suppliers on a regular basis.

As part of our commitment to increasing awareness of modern slavery issues among all our colleagues, we use our colleague intranet to share content, and other relevant media content in the form of articles. This has really helped bring to life modern slavery issues with our colleagues.

We have also held Modern Slavery / PREVENT update sessions.

Reporting Modern Slavery Concerns

We welcome and enable third parties, including customers, to report any concerns regarding violations of fundamental human rights by EDMS or within its supply chain. To facilitate this, A designated link on our incident form has been set up. To date we have received no reports. Should we receive any reports, they will be promptly investigated and acted upon appropriately.