



Modern Slavery Statement for financial year 2018/19

Our position

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps that Premier Medical Holdings Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Premier Medical Holdings Limited has a zero-tolerance approach to modern slavery and human-trafficking and we are committed to understanding the risks within our business and supply chains and taking proactive action.

Scope

This statement applies to Premier Medical Holdings Ltd and subsidiaries (collectively “Premier Medical Holdings Limited”) individually listed as Premier Medical Group Limited, Premier Medical Services Limited, Physio-link Rehabilitation Services Limited, Warp Technologies Limited, Medicals Direct Screenings Limited and Medical Specialist Reporting Group Limited.

This statement applies to all employees, officers, consultants, contractors, casual workers and agency workers (‘Workers’). This statement does not form part of any employee’s contract of employment and it may be amended at any time. We reserve the right to vary this statement including any time limits, as appropriate in any case. All Workers must ensure that this statement is read, understood and complied with.

Our Business

Premier Medical is a group of companies providing medical reporting, screening, rehabilitation and diagnostic services to the personal injury claims market. We also provide software solutions. Our services are mainly provided to other UK businesses, with a small footprint in the Republic of Ireland and one customer located in Dubai. Our supply chains include professional service companies, such as medical experts/clinicians, solicitors, insurers, employment agencies and contract maintenance and cleaning services. All of our suppliers are located in low-risk areas according to the Global Slavery Index 2018.

Our High Risk Areas

Our high risk areas are those where contract services are provided, given that these involve the direct supply of human resource. We regularly vet and screen all of our suppliers to ensure that they operate responsibly.

Tackling Modern Slavery

We will not willingly or knowingly conduct business with any organisation that is in any way involved in slavery or human trafficking. Steps taken to manage the risk include:

- An online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery.



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- Contracts in place with suppliers containing provisions in respect of having appropriate policies in relation to and adhering to laws, statutes, regulations and codes, including but not limited to the Bribery Act 2010, Equality Act 2010 and Modern Slavery Act 2015.
- Regular supply chain audits carried out to check for instances of fraud, terrorism, sanctions, financial performance, adverse media or other relevant changes.
- Raising the awareness of our staff through regular mandatory training and publicity.
- Carrying out detailed employee vetting and screening.
- Publishing this statement on our website with links to our relevant policies.
- Signing up to the 'Stronger Together' initiative tackling modern slavery in supply chains.

Our company-wide risk management framework and reporting processes are designed to support the escalation and management of any identified issues.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery and Human Trafficking policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Employment Vetting and Screening policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Speak-Up policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Responsibility

The Board of Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Staff Training and Awareness

We seek to embed our policies through staff training, along with participating in publicity campaigns to raise awareness at all levels of the organisation. We do this as part of our wider commitment to operating ethically and corporate social responsibility.

Approval



Premier
Medical
Holdings

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This statement has been approved by the Board of Directors and will be updated and published annually in line with the Modern Slavery Act 2015.