

# Transparency in Supply Chain (TISC) Statement

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## Introduction

Hunter Healthcare Resourcing Limited is committed to ensuring that modern slavery and human trafficking are not taking place in any part of our business or supply chains. This statement outlines the steps we have taken during the financial year to prevent slavery and human trafficking, in compliance with the Modern Slavery Act 2015.

## Structure, Business, and Supply Chains

Hunter Healthcare operates within the healthcare sector, providing executive recruitment services. Our supply chains include sourcing candidates, engaging with suppliers for office services, and procuring goods and services essential for our operations. We work with various suppliers, both within the UK and internationally, and recognise the importance of maintaining ethical standards throughout our supply chains.

## Policies in Relation to Slavery and Human Trafficking

We have a comprehensive Modern Slavery Policy that outlines our commitment to preventing slavery and human trafficking. This policy covers the following activities as defined by the Modern Slavery Act 2015:

- **Slavery:** Exercising powers of ownership over a person.
- **Servitude:** The obligation to provide services is imposed by the use of coercion.
- **Forced or compulsory labour:** Work or services are exacted from a person under the menace of any penalty and for which the person has not offered themselves voluntarily.
- **Human trafficking:** Arranging or facilitating the travel of another person with a view to their exploitation.

Our policy is communicated to all employees and suppliers, emphasising our zero-tolerance approach to such practices. Additionally, it is company policy to mandate that all our suppliers adhere to our anti-slavery standards.

## Due Diligence Processes

Hunter Healthcare conducts thorough due diligence processes to mitigate the risks of slavery and human trafficking in our business and supply chains. These processes include:

- Vetting new suppliers through background checks and assessing their compliance with our ethical standards.
- Requiring suppliers to provide information focused on their labour practices and adherence to anti-slavery laws.

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## Risk Assessment and Management

We have identified parts of our business and supply chains that are at higher risk of slavery and human trafficking, particularly in regions with weaker labour laws. To manage these risks, we have taken the following steps:

- Conducting risk assessments to identify and evaluate potential risks in our supply chains.
- Establishing clear reporting mechanisms for employees and suppliers to report any concerns related to modern slavery.

## Effectiveness and Performance Indicators

To measure the effectiveness of our efforts in preventing slavery and human trafficking, we use the following performance indicators:

- Instances of non-compliance identified, and the corrective actions taken.
- Feedback from employees and suppliers on the effectiveness of our policies and training programmes.

## Training and Capacity Building

We provide training to all of our staff members who participate in managing recruitment, clients, candidates, and our supply chains. We have implemented a Learning Management System where all staff receive mandatory training on modern slavery and human trafficking. This training includes:

- Recognising the signs of modern slavery and human trafficking.
- Understanding the legal and ethical obligations under the Modern Slavery Act.
- Reporting mechanisms and the importance of compliance.

## Continuous Improvement

Hunter Healthcare is committed to continuously improving our practices to combat modern slavery. We review our policies and procedures annually to ensure they remain effective and relevant. Feedback from audits, training sessions, and stakeholder engagement informs our ongoing improvements.

## Conclusion

Hunter Healthcare Resourcing Limited is dedicated to maintaining the highest standards of integrity and ethical conduct in all our operations. This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2024.

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Signed:



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