

# 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.

This statement applies solely to Hunter Healthcare Resourcing Limited. No other group entities meet the criteria under Section 54 of 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 to reduce the risk of modern slavery and human trafficking within our operations and supply chains. This includes:

- 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.
- Conducting periodic reviews of existing suppliers.

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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.

Concerns raised are recorded, assessed by senior management, and escalated as appropriate to ensure timely resolution or referral to external authorities.

## **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.
- Number of concerns or incidents raised through reporting mechanisms.
- Number of supplier contracts reviewed or containing anti-slavery clauses.

## **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 are committed to reviewing and enhancing our approach to modern slavery prevention on an ongoing basis. Over the past year, we have:

- Reviewed and refreshed our Modern Slavery Policy, ensuring alignment with updated Home Office and Crown Commercial Service expectations.
- Continued to review staff feedback on training effectiveness and updated content accordingly.

Looking ahead, we intend to further develop our supplier audit capabilities and enhance reporting tools to support transparency and accountability across our operations.

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## Conclusion

Hunter Healthcare Resourcing Limited remains committed to upholding the highest standards of integrity, transparency, and ethical conduct across all areas of our business. We take our responsibility to prevent modern slavery and human trafficking seriously and continue to strengthen our processes year on year.

This statement was approved by the Board of Directors and is published on the Hunter Healthcare website in accordance with Section 54(1) of the Act.

## Signed:



**Jack Stamp**  
Managing Partner

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