

Transparency in Supply Chain (TISC) Statement 2025/2026

Introduction

This appendix forms part of Hunter Healthcare Resourcing Limited's Modern Slavery and Human Trafficking Statement for the financial year ended 30 June 2026.

It provides further detail on our approach to preventing modern slavery and human trafficking, including the procedures in place to manage risks within our business and supply chains.

Hunter Healthcare Resourcing Limited forms part of a wider corporate group. This statement applies to Hunter Healthcare Resourcing Limited only.

Structure, Business, and Supply Chains

Hunter Healthcare Resourcing Limited is a UK healthcare recruitment and consultancy business, employing approximately 127 staff. The company is a subsidiary of Nimrod Bidco Limited, with its head office in London and co-working spaces in Leeds and Bristol. Our US offices are operated separately by Hunter Healthcare Resourcing LLC. This statement applies to Hunter Healthcare Resourcing Limited only.

We provide executive, permanent, temporary and interim recruitment services, alongside healthcare consultancy, to NHS organisations, other public sector bodies and private healthcare providers.

Our labour supply chain consists primarily of UK-based candidates sourced directly or through approved recruitment agencies. We do not charge candidates work-finding fees. Our wider supply chain comprises mainly UK-based suppliers providing technology, professional services, office facilities and operational support.

Policies in Relation to Slavery and Human Trafficking

Our Modern Slavery Policy sets out the standards expected of employees and suppliers, together with the procedures for identifying, reporting and addressing potential exploitation.

The policy covers recruitment practices, supplier due diligence, employee responsibilities and the reporting of concerns. It also provides guidance on identifying potential signs of slavery, forced labour and human trafficking.

We do not tolerate exploitation within our business or supply chains and expect suppliers to comply with applicable legislation and our contractual requirements.



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Due Diligence Processes

Our procedures for assessing and managing suppliers include:

- Background checks on new suppliers and recruitment agencies, where applicable.
- Assessing suppliers' compliance with relevant legislation and ethical standards.
- Requesting information about labour practices and anti-slavery measures.
- Periodic reviews of existing suppliers and recruitment agencies.
- Investigating concerns and taking appropriate action where issues are identified.

Our recruitment compliance procedures also include checks to establish candidates' identity, eligibility to work and suitability for the roles they are being considered for.

During 2025/26, 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, and conducting periodic reviews of existing suppliers.

Risk Assessment and Management

The principal modern slavery risks relevant to our business relate to: Potential areas of risk include:

- The recruitment and engagement of workers for client assignments.
- The use of third-party recruitment agencies.
- Suppliers operating in countries with weaker employment protections.
- Outsourced services where we have less direct oversight of working arrangements.

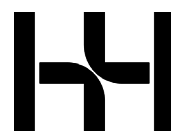
We manage these risks through recruitment compliance checks, supplier due diligence and established reporting procedures.

Employees are expected to report suspected exploitation to a Director. Concerns are recorded, assessed and escalated where necessary, including referral to the appropriate 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.



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Training and Capacity Building

Training is delivered through our Learning Management System and covers:

- Recognising signs of modern slavery and human trafficking.
- Understanding relevant legal obligations.
- Identifying potential exploitation during recruitment.
- Reporting concerns and following internal escalation procedures.

Training completion is monitored centrally.

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, including expanding the information about our business and supply chains and introducing clearer measures for assessing the effectiveness of our procedures.
- Continued to review staff feedback on training effectiveness and updated content accordingly, in alignment with the Modern Slavery Act 2015.

Our next areas of focus will be strengthening supplier oversight, maintaining relevant employee training, continuing to strengthen reporting, and improving how any compliance activity and concerns are recorded and reviewed.

Conclusion

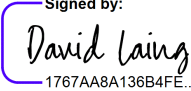
Hunter Healthcare Resourcing Limited will continue to review its recruitment, supplier management and reporting procedures to identify potential modern slavery risks and take appropriate action where concerns arise.

This appendix forms part of our Modern Slavery and Human Trafficking Statement 2025/26 and should be read alongside the policies, procedures and commitments set out in the main document.

Statement of Approval

This Transparency in Supply Chain (TISC) Statement 2025/2026 has been approved by the Board of Directors of Hunter Healthcare Resourcing Limited.

Board approval date: 16 October 2026

Signed by:
Signed: 
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Name: David Laing

Position: CFO

Date: 16 October 2026

