

# MODERN SLAVERY STATEMENT

## 2021/2022



This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the plans TAC Healthcare Ltd (TAC) has to take in the forthcoming year 2021/22 and our commitment to help prevent modern slavery and human trafficking in our business and supply chains.

### Introduction

TAC is aware that forced labour and human trafficking (Modern Slavery) is a rising global issue and recognises it is the responsibility of every person to be alert to the risks and report concerns appropriately. Whilst TAC is not legally required to make this statement, we do so willingly to show our full commitment to helping prevent Modern Slavery in any part of our business including our supply chains.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes the slavery and human trafficking statement for the current financial year ending 31 March 2022. This, our first statement, covers our current and planned activities for ensuring that all parts our supply chain comply with the Modern Slavery Act.

### Our Business

TAC is a Scottish health care provider run by clinicians. There are three elements to the services we offer; one is to provide private health care directly to members of the public, a second is to provide quality solutions to the NHS to help reduce waiting lists and third is to provide Occupational Health services to businesses.

We have around 30 core staff and up to 250 people employed by us to help deliver services as part of our NHS and private contracts. Our staff are not in any category which is generally seen to be vulnerable to modern slavery in this country, so our focus is to ensure there are policies and procedures in place for our contractors and suppliers.

### Our Supply Chain

TAC is committed to continuously improving our practices to identify and eliminate any slavery and human trafficking in our business and supply chains, and to acting ethically and with integrity in all our business relationships.

TAC use a range of suppliers who supply goods for sale and supports our operations.

### Policies

TAC has a number of policies which aim to minimise the risk of modern slavery in our supply chain. These include:

- Responsible Sourcing Policy
- Whistleblowing Policy
- Human Rights Policy Statement
- Environmental Policy
- Anti-Bribery and Corruption Policy

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- Health and Safety Policy

### **Due Diligence**

Whilst we do not have any suppliers, we believe present high modern slavery risks in our supply chain we will monitor all suppliers to ensure this remains the case.

The Group Financial Operations Manager is responsible for assessing the information submitted by suppliers. Should a supplier fail to provide the information requested or to meet TAC's expectations, TAC will take appropriate action, which may include not entering into a relationship or terminating the relationship with the supplier concerned.

As part of our initiative to identify risk and mitigate against such risks the Group Financial Operations Manager will report any such findings to TAC's Clinical Risk and Compliance Group.

### **Training**

During the year provided advice and guidance to those staff who had direct responsibility for relevant supply chains. In April 2021 we undertook training with SEDEX to review our supply chain and determine whether there was a need join; the risk assessment evidenced that TAC has no suppliers in any high-risk countries.

### **Looking Ahead**

Over the course of this financial year, we will continue to enhance our procedures to help us identify, prevent, and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.

We will

- attain Living Wage accreditation
- introduce Modern Slavery training for all staff involved in purchasing supplies
- Map the supply chain to assess particular product / geographical risks

### **Approval**

This statement has been formally approved by the Directors of TAC Healthcare Ltd on their behalf.

**Mr Kenneth Park**  
**Clinical Director**  
**20 September 2021**