

Statement on Modern Slavery from Health Partners Group

Modern slavery is defined as the illegal exploitation of individuals for personal or commercial gain. It encompasses forced labour, servile or forced marriage, debt bondage, human trafficking, the sale, abuse and manipulation of children, and other slavery-like practices.

The Health Partners Group is fully committed to upholding the requirements of the Modern Slavery Act 2015 and unequivocally condemns all forms of slavery, forced or bonded labour, human trafficking, and coerced activity, whether within our own operations or through our supply chain. We will endeavour to identify, prevent, mitigate and if necessary, remediate any risks identified.

The Health Partners Group is a UK-based provider of healthcare services, specialising in occupational health, physiotherapy, psychological health, well-being, hygiene services, drug and alcohol testing services and specialist training.

The Group includes its subsidiaries Duradiamond Healthcare Limited, Psych Health Limited, Hygiene Partners (OH) Limited, Changing Health Limited, Quai Health Limited and Duradiamond Health Partners Limited. This statement applies to all the organisations within the Group.

We firmly believe in the fundamental rights of every individual. We wish to always conduct our business within the confines of ethical practice and categorically reject any forced or bonded labour, child labour, forced marriage, and modern slavery, whether in our own operations or our supply chain. Our stance is aligned with the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Additionally, we adhere to the principles of the United Nations Global Compact and are subject to external audits against corporate social responsibility standards under various accreditations. This ensures transparency and reinforces our commitment to ethical practices for our clients, their employees, and other interested parties.

At the heart of our relationships with employees, clients, and business partners (our suppliers) are trust, respect, accountability, and professionalism. We are committed to conducting all business affairs with integrity, transparency, and honesty. Our CORE values reflect the belief that integrity and ethics are fundamental and non-negotiable principles.

Our Business Ethics and Social Impact Policy outlines our commitment to identifying and addressing risks associated with forced labour, human trafficking and modern slavery. This is supported by complementary protocols such as our Business Partner Procedure and Code of conduct; Recruitment Policy; Purchasing Procedure; Safeguarding Clinical Governance Standard; Employee Handbook; Grievance Policy; Raising Concerns protocol and our MSA Risk Register.

All employees must complete mandatory training on a regular basis, which aims to prevent modern slavery within our business and supply chain by highlighting the risks and identifiers our team need to be aware of. Our policies also provide guidance to help employees make ethically sound decisions in line with our values and outlines clear pathways for raising concerns (whistleblowing) about any suspected inappropriate activity.

We actively encourage all employees to report any concerns they may have about potential ethical or moral violations, including those related to fundamental human and labour rights.

We maintain a risk register, which is regularly reviewed, to assess and monitor risks related to modern slavery within our own organisation and both the primary, and where possible secondary, tiers of our 'value chain' with our business partners. Health Partners have established internal key performance indicators (KPIs) to measure our mitigation of the possibility of such practices occurring.

Where possible, we deliver our services in-house by employing specialists, thereby reducing reliance on third parties. However, where external business partners are required to provide services or products beyond our capacity, we implement controls and processes to mitigate risks.

All business partners undergo thorough due diligence before entering into contracts with us, with regular reviews conducted thereafter, including checking the Government sanctions registers prior to approval. These assessments include an evaluation of human rights and labour practices within their operations and their own supply chains. Business partners are also required to sign our Code of Conduct, which outlines our expectations regarding ethical labour practices, including the prohibition of forced, involuntary, or child labour. Due to the nature of the services we require of our partners the majority are only a primary tier and all are based in the United Kingdom or the Republic of Ireland, however for those where there may be further secondary tiers involved, we establish what diligence is undertaken on them by our primary partners to further mitigate the risks.

In this last financial year, the Health Partners Group have not had any reported incidents of slavery within the organisation or any of our business partners or their secondary value chains, however this has not meant we think none may exist, and so we continue to monitor and evaluate the risks to our business in this arena.

This statement, which aligns with the financial year ending 31st July 2025 for the Group, was approved by the Board of Health Partners Group on the 2nd September 2025.



J Crang
Governance Director
2nd September 2025