



EVENT MEDICAL GROUP
&
MERGED EDUCATION



Policy Document

Modern Slavery Statement



Contents

INTRODUCTION 4

POLICY STATEMENT..... 4

EVENT MEDICAL GROUP LTD 4

MERGED EDUCATION LTD..... 4

SCOPE..... 4

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING 4

OUR INTERNAL POLICIES..... 5

OUR APPROACH TO PROCUREMENT AND OUR SUPPLY CHAIN 5

SUPPLIER ADHERENCE TO OUR VALUES..... 6

TRAINING..... 6

OUR PERFORMANCE INDICATORS..... 6



INTRODUCTION

Modern slavery encompasses slavery, servitude, human trafficking, and forced labour. Event Medical Group Ltd and Merged Education Ltd have a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically, with integrity and transparency in all business dealings, and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chains.

POLICY STATEMENT

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Event Medical Group Ltd and Merged Education Ltd have taken, and are continuing to take, to ensure that modern slavery or human trafficking is not taking place within our businesses or supply chains during the year ending 31 March 2025.

EVENT MEDICAL GROUP LTD

Event Medical Group Ltd provides specialist medical services for events of all sizes, ensuring the safety and wellbeing of participants and attendees. We employ over 80 staff who operate across various event locations nationwide. Our services include on-site medical care and emergency response.

MERGED EDUCATION LTD

Merged Education Ltd offers comprehensive educational services and resources, catering to a diverse population of students and educators. With a small workforce of 10 employees operating across multiple educational institutions such as colleges and business to business sales, we deliver a wide range of educational programs, from First aid, manual handling to health and safety such as NEBOSH courses.

SCOPE

All Staff members and suppliers.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

Event Medical Group Ltd and Merged Education Ltd are aware of our responsibilities towards our clients, employees, and the communities we serve. We expect all suppliers to adhere to the same ethical principles. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our internal policies replicate our commitment to acting ethically and with integrity in all our business relationships.

Currently, all awarded suppliers sign up to our terms and conditions of contract, which contain a provision around Good Industry Practice to ensure each supplier's commitment to anti-slavery and human trafficking in their supply chains and that they conduct their businesses in a manner that is consistent with our anti-slavery policy. Additionally, an increasing number of suppliers are implementing the Labour Standards Assurance System (LSAS) as a condition of contract for tenders within high-risk sectors and product categories. Many aspects of the LSAS align with the seven reporting areas that the Government has outlined and should appear within any slavery and human trafficking statement.



OUR INTERNAL POLICIES

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment Policy: We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all directly employed staff. Agencies on approved frameworks are audited to provide assurance that pre-employment clearance has been obtained for agency staff to safeguard against human trafficking or individuals being forced to work against their will.
2. Equal Opportunities: We have a range of controls to protect staff from poor treatment and/or exploitation, which comply with all respective laws and regulations. These include provision of fair pay rates, fair terms and conditions of employment, and access to training and development opportunities.
3. Safeguarding Policies: We adhere to the principles inherent within both our safeguarding children and adults policies. These are compliant with multiagency agreements and provide clear guidance so that our employees are clear on how to raise safeguarding concerns about how colleagues or people receiving our services are being treated, or about practices within our business or supply chain.
4. Whistleblowing Policy: We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues or people receiving our services are being treated, or about practices within our business or supply chain, without fear of reprisals.
5. Standards of Business Conduct: This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

OUR APPROACH TO PROCUREMENT AND OUR SUPPLY CHAIN

- Ensuring that our suppliers are carefully selected through our robust supplier selection criteria/processes.
- Requiring that the main contractor provides details of its sub-contractor(s) to enable us to check their credentials.
- Randomly requesting that the main contractor provide details of its supply chain.
- Ensuring invitation to tender documents contain a clause on human rights issues.
- Ensuring invitation to tender documents also contain clauses giving us the right to terminate a contract for failure to comply with labour laws.
- Using the standard Supplier Selection Questionnaire (SQ) that has been introduced (which includes a section on Modern Day Slavery).

Our staff must contact and work with the Procurement department when looking to work with new suppliers so appropriate checks can be undertaken.



SUPPLIER ADHERENCE TO OUR VALUES

We are zero-tolerant to slavery and human trafficking and thereby expect all our direct and indirect suppliers/contractors to follow suit. Where it is verified that a subcontractor has breached the child labour laws or human trafficking, this subcontractor will be excluded in accordance with Regulation 57 of the Public Contracts Regulations 2015. We will require that the main contractor substitute a new subcontractor.

TRAINING

Advice and training about modern slavery and human trafficking are available to staff through our mandatory safeguarding training programs, our safeguarding policies and procedures, and our safeguarding leads. It is also discussed at our compulsory staff induction training. We are looking at ways to continuously increase awareness within our organisation, and to ensure a high level of understanding of the risks involved with modern slavery and human trafficking in our supply chains and in our business.

OUR PERFORMANCE INDICATORS

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking are not taking place within our business or supply chain if:

- No reports are received from our staff, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Event Medical Group Ltd and Merged Education Ltd remain committed to tackling modern slavery and human trafficking and will continue to review and improve our policies and practices in this area.