



MODERN SLAVERY STATEMENT 2024

Introduction from the Managing Director

H I Weldrick Limited recognises that all businesses have an obligation to prevent slavery and human trafficking. Every company must do its share to eradicate this modern-day scourge. H I Weldrick Limited will do all in its power to prevent slavery and human trafficking within its business and within the supply chains through which it operates.

H I Weldrick Limited recognises that, because of its position as a regulated member of the healthcare industry, compliance with its regulatory obligations reduces the risk that it will be engaging directly in human trafficking and slavery but, nevertheless, acknowledges that it has a part to play and continues to remain alert to the risks.

Organisation's Structure

H I Weldrick Limited is a retail community pharmacy business, with pharmacies based predominantly throughout South Yorkshire, with its warehousing and Branch Service Centre based in Doncaster, South Yorkshire.

Organisational Structure

H I Weldrick Limited consists of retail pharmacies, an online pharmacy and retail chemist's sundry supplier along with a warehousing hub, operating in the UK only and more specifically the Yorkshire and Humber region.

Supply Chains

H I Weldrick Limited's supply chains are concentrated on pharmaceutical products, mainly supplied via large wholesale organisations. Our workforce is almost exclusively professionally qualified at one level or another and regulated by external bodies.

Our Policies on Slavery and Human Trafficking

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.

H I Weldrick Limited operates to ensure fairness in the recruitment, retention and development of all employees and it seeks to comply with all applicable employment legislation.

The company works hard to provide an environment where employees are treated with respect, dignity and consideration.

H I Weldrick Limited monitors its supply chains and its suppliers to ensure, so far as is possible, that slavery and human trafficking is not taking place within those supply chains.

Due Diligence Process for Slavery and Human Trafficking

As part of our commitment to identify and eradicate slavery and human trafficking from within our business and from those businesses with which we interact, we :

- Work closely with our supply chains to ensure compliance with legislative obligations and we expect those organisations to have suitable anti-slavery and human trafficking policies and processes.
- Seek to build long-standing relationships with suppliers and to make clear our expectations of ethical business behaviour from them.
- Have policies and procedures in place to encourage the reporting of concerns and the protection of whistleblowers.

Supplier Adherence to our Values

H I Weldrick Limited has a zero-tolerance view to slavery and human trafficking and we expect that view to prevail in our supply chain and contractors.

Senior Managers within H I Weldrick Limited are responsible for compliance in their respective departments, insofar as there is perceived to be a risk of encouraging, engaging or sustaining slavery and human trafficking.

Training

To ensure appropriate levels of risk awareness in respect of modern slavery and human trafficking, we provide training to relevant members of staff and, in particular, to Senior Managers in our Buying Department and our Human Resources Department. All Directors in the business have been briefed on the subject.

Our Effectiveness in Combating Slavery and Human Trafficking

As has been stated above, we believe that, because of our position within the healthcare industry and our reliance upon direct, one to one recruitment processes, with subsequent monitoring of performance and the attainment of regulatory standards, our exposure within our human capital to human trafficking and slavery is low, however we remain vigilant and aware of our responsibilities.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes H I Weldrick Limited's commitment to addressing and mitigating the risk of modern slavery and human trafficking for the financial year to 30 April 2023.

Signed: 

Name: Christopher Alcock

Position: Managing Director

For and on behalf of H I Weldrick Ltd

Date: 3 May 2024