

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 March 2023.

Beaumaris Nursing Agency Limited ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organizational Structure

Beaumaris Nursing Agency Limited and has business operations in the United Kingdom.

We operate in the recruitment sector. The nature of our supply chains is as follows: We work with a number of key suppliers, who provide us with goods, such as IT software and marketing services.

For more information about the Company, please visit our website: <https://www.beaumarisnursingagency.co.uk/>.

Policies

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

These include the following:

- Recruitment and selection policy - All staff engaged with providing services at Beaumaris Nursing Agency will be subject to thorough and rigorous recruitment procedures that will include a DBS check, identity check, confirmation of validity to work in the UK, employment history, suitability for the role and references.
- Supplier code of conduct - We will only use staff provided by third-party organizations (such as agencies) that are either registered with the regulator or who can confirm that the staff being supplied are free to work in the UK and meet all the requirements for the role being provided for
- Whistleblowing policy - We operate a policy where staff are encouraged to report any concern they have identified where an individual or group of individuals are victimized or at risk of imminent danger. This could be within the organization or any of our supplier organizations.
- Staff code of conduct - Our staff code and conduct ensure that Human Trafficking is non tolerable at any level and all employees have a duty of care to not only refrain, restrain from such

activities, but also report to the concerned authorities if any such activities are suspected or identified.

- Procurement policy - We will ensure that potential suppliers are committed to ensuring that slavery and human trafficking is not taking place within their own supply chains. Our procurement policy and supporting procedures set out controls and checks undertaken to help verify this.
- Safeguarding policy - Our Safeguarding policy highlights the potential risks of modern slavery and human trafficking, including how to identify signs of exploitation and how to report concerns.

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits.
- External supplier audits.

Our due diligence procedures aim to:

- Identify and act on potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers.

Risk and Compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We do not consider that we operate in a high-risk environment because Majority of our supply chain is based in the UK and in low-risk industries like IT and software services.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will require that supplier to remedy the non-compliance.

Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will contact suppliers to enquire about their modern slavery practices every 12 months.
- We will train our staff about modern slavery issues and increase awareness within the Company.
- We will carry out a regular audit of suppliers - 75% of suppliers each year.

Training Staff

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company's training covers:

- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues to the relevant parties within the Company.
- What external help is available.
- What steps the Company should take if suppliers in its supply chain do not implement anti-slavery policies in high-risk scenarios, including their removal from the Company's supply chain.

Next Steps

In the next financial year, we intend to take the following steps to tackle slavery and human trafficking by:

- We are very open and keen to learn about the domestic and international labor markets and believe information is key to achieving a healthy and legitimate labor force for its operations. We will adapt to any changes and incorporate new staff training based on the information we get from the governing bodies as well as various media, which will consolidate our understanding of tackling modern slavery.

The statement was approved by the board of directors.



Abhishek Verma
(Director)

Date: 02/01/2024.