

Modern Slavery and Human Trafficking Statement

Healthcare Innovation Consortium (HIC) is committed to preventing all forms of modern slavery and human trafficking in our operations and supply chains. As an organisation operating within the healthcare innovation sector, we recognise the critical importance of promoting ethical practices, not only within our own operations but also throughout our entire supply chain. We continuously ensure that our practices meet the highest standards of corporate responsibility.

1. Organisation's Structure, Business, and Supply Chains

HIC is a UK-based organisation that provides consultancy and transformation services to the NHS and healthcare sector. Our work focuses on driving digital transformation, evaluation and the implementation of innovative technologies in healthcare settings. While our core operations take place in the UK, our supply chain includes both domestic and international suppliers, particularly in the fields of technology development, IT infrastructure and consultancy services. We work closely with various third-party contractors and suppliers to deliver these services, and we are fully committed to ensuring that modern slavery and human trafficking are not present in any part of our business.

2. Policies in Relation to Slavery and Human Trafficking

HIC has implemented a clear and robust Modern Slavery Policy that reflects our commitment to ethical business conduct and the elimination of any form of modern slavery within our supply chains. This policy is communicated across the entire organisation, and all employees, contractors, and suppliers are required to adhere to it. Our policy includes:

- A prohibition on all forms of forced labour, child labour, and human trafficking.
- A requirement for all suppliers and contractors to comply with the Modern Slavery Act 2015 and our own internal standards on human rights.
- Regular reviews and updates to ensure that our practices remain aligned with the latest regulations and industry best practices.

3. Due Diligence Processes

We have implemented a rigorous due diligence process to ensure that all our suppliers and contractors comply with our ethical standards, particularly regarding modern slavery and human trafficking risks. This includes:

- **Supplier Screening:** Before engaging with a supplier, we conduct a thorough review of their operations, including an assessment of their ethical policies, previous compliance history, and any associated risks related to modern slavery.
- **Supplier Audits:** We regularly audit our suppliers, particularly those operating in higher-risk industries or geographical areas, to ensure compliance with our policies. This includes both desk-based assessments and, where necessary, on-site inspections.
- **Contractual Controls:** We include specific clauses in all supplier contracts that require them to adhere to the Modern Slavery Act and provide evidence of their own anti-slavery measures.

4. Risk Assessment and Management

As part of our risk management process, we regularly assess the potential risks of modern slavery within our supply chains. We recognise that certain sectors and countries are more vulnerable to exploitation, and we take proactive steps to mitigate these risks.

Our risk management framework includes:

- **High-Risk Supplier Identification:** We map our supply chains to identify and prioritise suppliers that may pose a higher risk of modern slavery, such as those involved in manufacturing or operating in regions with less stringent labour regulations.
- **Mitigation Strategies:** Where risks are identified, we work directly with suppliers to address and mitigate these risks. In some cases, this may involve requiring the supplier to implement corrective actions or, if necessary, terminating the relationship.

5. Effectiveness in Ensuring Slavery and Human Trafficking is Not Taking Place

To ensure the effectiveness of our anti-slavery measures, we continuously monitor and review our policies, procedures, and practices. This is done through:

- **Key Performance Indicators (KPIs):** We track a range of KPIs, such as the number of audits conducted, incidents of non-compliance, and remedial actions taken.
- **Regular Reporting:** Our senior management team regularly reviews our modern slavery risk assessments, audit results, and any reports of non-compliance. This allows us to take timely action if issues arise.
- **Internal and External Audits:** We conduct both internal audits and invite external assessments to evaluate the robustness of our approach. Findings from these audits are used to enhance our policies and processes.

6. Training and Awareness

We recognise that raising awareness about modern slavery is crucial to its prevention. To ensure our employees, contractors, and suppliers are aware of the risks and their responsibilities, we have implemented the following training and awareness initiatives:

- **Employee Training:** All employees, particularly those in procurement and supply chain management roles, undergo training on the identification of modern slavery risks, reporting mechanisms, and best practices in preventing exploitation.
- **Supplier Engagement:** We actively engage with our suppliers to ensure they understand our policies and the legal obligations under the Modern Slavery Act. We also provide resources and guidance to help them meet these standards.
- **Workshops and Seminars:** We offer workshops and seminars for key partners in our supply chain, focusing on promoting ethical business practices and raising awareness about modern slavery risks.

7. Continuous Improvement and Next Steps

Healthcare Innovation Consortium is committed to continuous improvement in our approach to combating modern slavery and human trafficking. Looking ahead, we plan to:

- **Increase Supplier Audits:** We will increase the frequency and scope of our supplier audits, particularly for suppliers in high-risk sectors.
- **Collaborate with Industry Leaders:** We aim to collaborate with other organisations and industry leaders to share best practices and drive collective action in tackling modern slavery.
- **Enhance Reporting Mechanisms:** We are working to improve our reporting mechanisms, ensuring that employees, contractors, and suppliers can report concerns confidentially and that all reports are thoroughly investigated.

This statement has been approved by the board of directors of Healthcare Innovation Consortium and will be reviewed annually to ensure its effectiveness in preventing modern slavery and human trafficking in our operations and supply chains.