Modern slavery and human trafficking statement

Modern Slavery Act 2015

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Renray Healthcare do not allow the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We require all our employees to adhere to the company rules laid out in the Introduction pack they receive at the start of their employment which includes information on how each person should be treated, and treat each other.

The Renray Healthcare is committed to improving our practices to combat slavery and human trafficking.

Organisational structure

Renray are committed to designing and manufacturing furniture, beds and interior solutions for the healthcare market this includes care homes, community stores and hospitals.

Our health and social care furniture, profiling beds, PAC and medical equipment are manufactured in our purpose built factories in Cheshire and Europe, to British Standards.

Renray Healthcare has been trading in its current form since 2007.

The company employs 85 paid staff.

Our policies on slavery and human trafficking

Renray Healthcare is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Our Modern Slavery and Human Trafficking Policy demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have in place:

Human Resource procedures

•A comprehensive range of policies and practices have been applied including an Equality and Diversity Statement, Dignity at Work, formal grievance and disciplinary policies to protect and ensure that staff rights and responsibilities are upheld.

Procurement procedures

•Engage with our supplier base.

•Identify and monitor potential risk of slavery and human trafficking in our supply chains.

•Incorporate within the tender process to address slavery and human trafficking with potential new suppliers.

Supplier adherence to our values

The Company has a zero tolerance to slavery and human trafficking. To ensure all those in our supply chain (including contractors) comply with our values we have in place a supply chain compliance action list.

•Engage with supplier base to secure a commitment to work with the Company to identify and monitor slavery and human trafficking down the supply chain.

•Register all supplier responses on an annual basis.

•Engage with potential new suppliers about commitment to the Company's Modern Slavery Policy.

Raising awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we intend to provide training to our staff, as a regular agenda item to be discussed at management meetings with information to be cascaded through the organisation. Monitoring will be managed through the current, Disclosure of Conflict of Interest.

We also require our business partners to provide training to their staff and supplier chains, this will be facilitated through a variety of supplier engagement activities identified below.

Our effectiveness in combating slavery and human trafficking

We have built upon existing monitoring already in place and developed further processes to allow for more effective reporting in the longer term.

Further steps

Following a review of the effectiveness of steps we have taken to date to ensure that there is no slavery or human trafficking in our organisation and supply chains we intend to take the following further steps to combat slavery and human trafficking.

APPROVED BY SENIOR MANAGEMENT OF RENRAY HEALTHCARE LIMITED