

Modern Slavery Act



A24Group **Smart Staffing Solutions**

The A24Group of Medical Staffing agencies are committed to opposing Modern Slavery (Act of 2015) in all its forms and preventing it by whatever means we can. We demand the same attitude of all who work for us and expect it of all with whom we have business dealings.

This statement, in accordance with section 54(1) of the Modern Slavery Act 2015, and details the proactive measures undertaken by A24Group and our affiliated companies to prevent modern slavery and human trafficking within its business and supply chains.

OUR ATTITUDE TO MODERN SLAVERY IS: ZERO TOLERANCE

Our aim is to prevent opportunities for modern slavery (in whatever form) to occur within our businesses or supply chain. Therefore, with the above sentiment in mind, this reflects our corporate value on the prevention of modern slavery and human trafficking. We expect all staff, stakeholders, customers and suppliers to absorb and follow the values herein.

The A24Group has been a steadfast provider of high-quality temporary nursing and care assistant services, catering to diverse client groups across England, Scotland, and Wales. Our commitment extends globally, delivering temporary staff nationally.

Our services encompass healthcare providers ranging from hospitals and clinics to domiciliary and complex care at home, directly to patients. A24Group stands as a premier provider for medical personnel, boasting excellence, extensive experience, and a global presence.

*The following A24Group companies are captured by the policy: A24 Group Ltd (3262419), Arabella Health Staffing (5469634), Grosvenor Staffing Limited (7356672), Mayfair Staffing Limited (7356678), Ambition Recruitment Limited (2004/017596/10), NS Health Staffing (BR010474), Nursing Services of South Africa Pty (Ltd) (1946/021466/07), Ambition 24hours (Pty) Ltd (2006/008670/07), and Ambition 24 Hours Inc. (EIN 36-5112683).

Our commitment to combat modern slavery involves:

- Transparency in our own business and in our approach to tackling modern slavery throughout our supply chains and consistent with our disclosure obligations under the Modern Slavery Act 2015;
- Transparency from our contractors, suppliers and other business partners;
- All employees having an obligation to remain aware of our procedures to help in the identification and prevention of modern slavery and to conduct business in such a manner as to prevent the opportunity for and incidence of modern slavery.
- The practical steps of inter alia:
 - a. Recognising the complex nature of modern slavery on a global scale, we conduct comprehensive risk assessments on business areas and suppliers vulnerable to these challenges. This commitment involves ongoing communication with suppliers, the implementation of stringent contractual provisions, and a meticulous examination of our recruitment processes;
 - b. Ensuring robust recruitment screening and onboarding procedures to actively mitigate the risk of engaging candidates who may be victims of modern slavery. This includes a thorough compliance process, verifying professional credentials, conducting comprehensive reference checks, and other meticulous screenings. Our commitment extends to aligning staffing choices with client preferences, ensuring seamless integration and dedication to organisational needs;
 - c. To ensure a comprehensive understanding of the risks of modern slavery and human trafficking in our business and supply chains, A24Group provides information briefings and comprehensive training as part of our onboarding process. The Company is actively working towards ensuring that all client agreements comprehensively cover the risks of modern slavery and human trafficking;
 - d. Liaising with our suppliers both to convey to them our Anti-Slavery Policy and to gain an understanding of the measures taken by them to ensure modern slavery is not occurring in their businesses;
 - e. Introducing contractual provisions for our suppliers to confirm their adherence to this policy and accept our right to audit their activities and (where practicable) relationships, both routinely and at times of reasonable suspicion.

COMMUNICATION OF OUR ANTI-SLAVERY POLICY

The directors of the company have overall responsibility for this policy, its zero-tolerance position and its implementation, which will be achieved by cascading it down to stakeholders, subsidiaries, customers, consultants, suppliers and staff. All such people are encouraged to raise (whether with HR, Senior Management, Directors or other points of contact within the group) concerns about suspected modern slavery associated with the business or its stakeholders. Such concerns can be in respect of:

- Subsidiaries/entities who wish to do business with us or those who already have a business relationship with us;
- Anyone suspected of seeking to exploit another in a way which could amount to modern slavery;
- Any approach from a person acting on behalf of A24Group or one of our businesses who has invited you to participate in acts which could result in offences under the Modern Slavery Act.

We also encourage members of the public to contact a director, in confidence, to raise any concern, issue or suspicion of modern slavery in any part of our business.

We operate a whistleblowing policy, ensuring that all employees can raise concerns without fear of reprisals, covering treatment of colleagues, candidates, practices within our business, or clients/supply chain. We will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting, in good faith, their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

The Company's Directors will regularly review and, if necessary, amend this policy to ensure its continued effectiveness in combating modern slavery and human trafficking.

ANNUAL REVIEW DATE

This policy will be reviewed annually. Review date: 16 January, annually.