

Modern Slavery Policy

Meridian Manpower Healthcare Services

1. Introduction

Meridian Manpower Healthcare Services is committed to preventing modern slavery and human trafficking in all aspects of our operations and supply chains. We recognize our responsibility to ensure ethical practices and the protection of human rights in all our business dealings.

2. Purpose

This policy sets out our commitment to:

- Complying with the UK Modern Slavery Act 2015 and other relevant legislation.
- Ensuring that slavery, forced labour, and human trafficking have no place in our organization or supply chains.
- Implementing due diligence and reporting mechanisms to identify and address risks.

3. Scope

This policy applies to all employees, agency workers, contractors, suppliers, and business partners of Meridian Manpower Healthcare Services.

4. Our Commitment

Meridian Manpower Healthcare Services is dedicated to:

- Maintaining fair and lawful employment practices.
- Ensuring workers are employed voluntarily and have the right to leave employment freely.
- Paying fair wages in compliance with legal standards.
- Providing safe and humane working conditions.
- Conducting rigorous checks on new employees and suppliers to prevent exploitation.

5. Due Diligence Process

To mitigate modern slavery risks, we:

- Conduct background checks on employees and suppliers.
- Include anti-slavery clauses in contracts with suppliers and partners.
- Regularly assess risks within our supply chains.
- Provide training for employees on recognizing and preventing modern slavery.

6. Reporting and Whistleblowing

Employees and stakeholders are encouraged to report any concerns regarding modern slavery or unethical practices. Reports can be made confidentially through our whistleblowing process. We ensure that all concerns are taken seriously and investigated thoroughly.

7. Compliance and Monitoring

Meridian Manpower Healthcare Services will:

- Regularly review and update this policy.
- Monitor compliance with our modern slavery commitments.
- Take disciplinary action against those found in violation of this policy.

8. Review and Approval

This policy is reviewed annually by senior management to ensure its effectiveness. It is endorsed by the Board of Directors and is publicly available on our website.

Approved by:

Sammy

Role: Operations Manager

Date: 15/09/2024