

ANTI SLAVERY AND  
HUMAN TRAFFICKING  
POLICY



The signatures below certify that this company policy has been reviewed and accepted and demonstrates that the signatories are aware of all the requirements contained herein and are committed to ensuring their provision.

|              | <b>Name</b>     | <b>Signature</b>       | <b>Date</b> |
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### **AMENDMENT RECORD**

This policy is reviewed to ensure its continuing relevance to the company. A record of contextual additions or omissions is given below:

| <b>Page</b> | <b>Context</b> | <b>Revision</b> | <b>Date</b> |
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### **COMPANY PROPRIETARY INFORMATION**

The electronic version of this document is the latest revision. It is the responsibility of the individual to ensure that any paper material is the current revision. The printed version of this manual is uncontrolled, except when provided with a document reference number and revision in the field below:

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No uncontrolled version of this document are available.



## **CONTENTS**

|  |   |
|--|---|
| 1. Policy Statement                              | 3 |
| a. Organisational Structure                      | 3 |
| b. Supply chain                                  | 3 |
| 2. Our Policies on Slavery and Human Trafficking | 3 |
| 3. Processes for Managing Risk                   | 4 |
| 4. Training                                      | 4 |



## **1. POLICY STATEMENT**

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.

We are committed to improving our practices to combat slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2019.

### **Organisational Structure**

Medspace Solutions Ltd and manufacturer, supplier and installer of clinical medical furniture and other bespoke fabricated furniture such as reception desks. We currently operate solely within the UK, and the policy will be updated as and when this changes.

We currently have 14 employees and have a company turnover of around £1.2 Million.

### **Supply Chain**

Medspace Solutions has a supply chain made up of around 50 approved suppliers. All suppliers must complete a questionnaire, and if deemed appropriate a site visit to ensure compliance with quality standards. Within these standards, compliance with the Anti Slavery Act 2015 is an absolute requirement. We are very confident that no organisation within our current supply chain fall below these standards.

## **2. OUR POLICIES ON SLAVERY AND HUMAN TRAFFICING**

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

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have put in place a designated Modern Slavery and Human Trafficking Policy.

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.



Medspace Solutions Modern Slavery Policy, along with our Corporate Social Responsibility, Anti-Bribery and Whistle-blowing policies reflect our commitment to acting ethically and with integrity in all our business relationships.

### **3. PROCESSES FOR MANAGING RISK**

In order to assess the risk of modern slavery, we use the following processes:

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains
- Review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.
- Protect whistle blowers.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

### **4. TRAINING**

To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business our Modern Slavery Policy is included in our Employee Handbook.

We provide training to all members of staff and this has been incorporated into our induction programme.