

## Modern Slavery Statement

One Health Lewisham (OHL) is fully aware of our responsibilities towards patients, service users, employees and the local community and expects all suppliers to the organisation to adhere to the same ethical principles. OHL is committed and will not tolerate modern slavery in any of its forms of slavery and servitude, forced or compulsory labour and human trafficking within our activities or our supply chains.

OHL continues to fully support the government's objective to eradicate modern slavery and human trafficking and we acknowledge our role in both combating it and supporting victims. We are committed to ensuring our supply chains and our business activities are free from ethical and labour standards abuse.

Currently, all awarded suppliers sign up to our terms and conditions of contract which contain a provision around Good Industry Practice to ensure each supplier's commitment to anti-slavery and human trafficking in their supply chains; and that they conduct their businesses in a manner that is consistent with our stance on anti-slavery.

People - Human resources policies provide processes and procedures to ensure that our employees and those employed in our supply chains are treated fairly at all times; these include:

- Confirming the identities of all new employees and their right to work legally in the UK.
- To have assurance from approved agencies that pre – employment clearance has been obtained for agency staff and to safeguard against human trafficking.
- All staff appointed are subject to references, immigration and identity checks, this is to ensure staff have the legal right to work in the UK.
- OHL has a set of values and behaviours that staff are expected to comply with, and all candidates are expected to demonstrate these attributes as part of the recruitment selection process.
- OHL has various employment policies and procedures in place designed to provide guidance and advice to staff and managers and also to comply with the relevant legislation. These are accessible on the intranet.
- We are committed to creating and ensuring a non – discriminatory and respectful working environment for all staff, this is in line with its corporate social responsibilities.
- OHL Grievance and Whistleblowing policies and procedures give a platform for all employees the Freedom to Speak Up and to raise concerns about poor working practices.

- Ensuring appropriate mechanisms to regularly review and monitor progress on promoting and supporting diversity and inclusion within OHL.
- All staff are required to undertake mandatory training in relation to diversity and inclusion and safeguarding.

### **Whistleblowing (Freedom to Speak Up)**

OHL's Whistleblowing policy gives a platform for employees to raise concerns for further investigation and offers support to individuals that have suffered fiscal or professional detriment as a result of whistleblowing.

### **Safeguarding**

OHL is committed to the principles setup in our safeguarding adults and children policies.

We ensure clear safeguarding guidance so that employees, contractors, patients and the public are able to raise safeguarding concerns about how they are being treated or/ and about working practices at OHL.

### **Supply Chain**

Our approach to procurement and our supply chain includes:

- Ensuring that our suppliers are carefully selected through our robust supplier selection criteria/processes;
- Requiring that the main contractor provides details of its sub-contractor(s) to enable the organisation to check their credentials;
- Random requests that the main contractor provides details of its supply chain;
- Ensuring invitation to tender documents contain a clause on human rights issues;
- Ensuring invitation to tender documents also contain clauses giving THGPCG the right to terminate a contract for failure to comply with labour laws;
- Staff must contact and work with the finance department when looking to work with new suppliers so appropriate checks can be undertaken.

- Supplier adherence to our values: the organisation has zero tolerance to slavery and human trafficking and thereby expect all our direct and indirect suppliers/contractors to follow suit.
- Where it is verified that a subcontractor has breached the child labour laws or human trafficking, then this subcontractor will be excluded in accordance with Regulation 57 of the Public Contracts Regulations 2015. The organisation will require that the main contractor substitute a new subcontractor.

## **Due Diligence Processes**

Recognising the importance of vigilance, we implement robust due diligence processes to identify and mitigate the risk of modern slavery and human trafficking in our operations and supply chains.

This includes ensuring all of our employees and key supply chain members support the following four pillars:

1. Endorsing and promoting our values: The Courage to Question, Evolve and Be Human.
2. Monitoring: Conditions for workers on our premises.
3. Improvement: Supporting our suppliers to improve compliance where opportunities are identified.
4. Transparency: Being open and honest with our suppliers and each other.

We continually monitor our practices to ensure compliance and to foster an environment of transparency and responsibility throughout our organisation and among our partners.

## **Training and 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 provide mandatory training to all our new starters and an annual refresher for existing staff.

Our frontline teams are also trained to an appropriate level in Safeguarding for their role, and this training which is completed annually includes material on identifying the signs of modern slavery and human trafficking among the people who use the services we deliver. We also ensure this Modern Slavery Statement is communicated Company-wide through Line Management.

## **Conclusion and Approval**

We are committed to monitor (from Board to frontline level) both internal compliance and the compliance of our suppliers in relation to all indicators of Modern Slavery and Forced Labour as described by the International Labour Organisation (ILO). Where any concerns are raised these are reported to appropriate Line Manager, our Network and Infrastructure Manager and our Human resources department and remedial plans are put in place. Within the period, we have continued to enhance our supplier risk assessment to better identify suppliers at risk of modern slavery. We have also introduced an annual refresher of Modern Slavery training for existing staff. We have not found any indicators of forced labour within our organisation or supply chain. 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 30<sup>th</sup> March 2025.

**Dr Praideepan Velayuthan**

Chief Executive

One Health Lewisham Ltd