



Modern slavery statement.

Document Control

Document Name	Modern Slavery Statement
Version	1.0
Date Created	August 2024
Date of Issue	August 2024
Date of Review	August 2027
Policy Owner	AED Medical Limited – Senior Management Team
Supporting Policy Supporting Documents	

Document Review

This document along with its contents will be reviewed 3 yearly or regular intervals as above to ensure the document, its contents and processes remain accurate and within current best practice.

Version Control

Version	Change History	Date
1.0	Document Created and Approved.	1.8.2024

Ethical practice is at our core.

This statement sets out the steps that AED Medical Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. AED Medical Ltd has a zero- tolerance approach to any form of modern slavery and human trafficking. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chains.

We are predominantly an Event Medical Provider - providing medical support to Approximately 25 Organisations with around 35 number of staff working in various locations throughout the country.

AED Medical Ltd implements its business strategy in an ethically, socially and environmentally responsible manner. We fully acknowledge our responsibility to respect human rights as set out in the International Bill of Human Rights. The IBHR informs all of our policies related to the rights and freedoms of every individual who works for us, either as a direct employee, agency worker or indirectly through our supply chain. We are also committed to implementing the United Nations Guiding Principles on Business and Human Rights throughout our operations. Respect for the dignity of the individual – and the importance of each individual’s human rights – form the basis of the behaviours we expect in every workplace nationally.

We will not accept any form of discrimination, harassment or bullying and we require all of our managers to implement policies designed to increase equality of opportunity and inclusion for all employees . We have also developed and implemented policies and processes which are intended to extend these commitments through our supply chain.

Policies.

We have several internal policies to ensure that we are conducting business ethically and transparently. These include:

Equality and Human Rights policy where we confirm that we will not tolerate or condone the abuse of human rights within any part of our business or supply chains and will take seriously any allegations that human rights are not properly respected

Whistleblowing Policy, aimed principally at our employees but also available to others working in our supply chains which encourages staff to report any wrongdoing which extends to human rights violations like Modern Slavery. All reports will be fully investigated and appropriate remedial actions are taken and we will work closely with social care and other health providers ensuring that our policies and procedures dovetail with local procedures and best practice

A robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard all employees

Employee Code of Conduct We will ensure all of our policies procedures and systems are consistent with any professional codes of conduct

Direct Communication.

The Company encourages members of the public or people not employed by us to write, in confidence, to raise any concern, issue or suspicion of modern slavery in any part of our business.

Suppliers.

We will conduct due diligence on all suppliers before allowing them to become a preferred supplier. We include an online search to ensure that particular organisations have never been convicted of offences relating to modern slavery and we include our modern slavery policy as part of our contract with all suppliers. Suppliers are required to confirm that no part of their business operations contradicts this policy. As part of our contract with suppliers, they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their suppliers to account over modern slavery
3. For UK based suppliers, they pay their employees at least the national minimum wage/national living wage (as appropriate) and to ensure that within their supply chains, where UK based suppliers have overseas supply chains, that their employees' pay is consistent with their national minimum wage requirements, working conditions are safe and fair, there is no child labour and working hours are not excessive
4. We may terminate the contract at any time should any instances of modern slavery come to light

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Abi Hockaday, Company Owner, AED Medical Limited

1st August 2024