



Modern Slavery and Human Trafficking Statement

Approval

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INTRODUCTION

Commitment to the principles of the Modern Slavery Act 2015

This statement is made pursuant to Section 54 of the Modern slavery Act 2015 and outlines the steps Direct Medics Ltd has taken during the financial year to prevent modern slavery and human trafficking in its business and supply chains.

OUR COMMITMENT

Direct Medics Ltd, as part of its moral and legal responsibility, is committed to help in the fight against modern slavery and human trafficking.

We acknowledge modern slavery to include forced labour sexual exploitation, child labour, human trafficking, criminal exploitation and servitude, all of which represent serious crimes.

As a people centred business, we take these issues extremely seriously and continually strive to prevent and overcome this blight on our society.

Consideration and mitigation of these risks are built into our teams' behaviours and processes via our internal values of Integrity, Collaboration, Responsiveness and Resourcefulness.

OUR ORGANISATION

Direct Medics is a limited company operating in the medical recruitment sector supplying doctors, nurses, allied healthcare professionals, healthcare assistants and primary care staff to NHS Hospitals including the private medical sector and other public agencies such as HMPs across the UK.

We operate across Northern Ireland, Republic of Ireland, Scotland, England and Wales and employ approximately 1000 staff.

The structure of the Organisation is: Direct Medics as the parent company and we have 2 subsidiary businesses called Medistaff Locum Recruitment Limited and Career Locum Group Limited..

Direct medics engages a limited number of carefully selected suppliers and wherever possible prioritises the use of local suppliers. Our supply chain is subject to review and Direct Medics will not engage with any suppliers who cannot demonstrate full transparency within their supply chain. All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff.

CLG (Career Locum Group Limited), as part of our wider business, act as a supplier to Direct Medics and their practices and procedures are subject to regular review.

POLICIES

Direct Medics have a number of policies in place to ensure that they are always providing best-in-class service and support to their employees, clients, candidates, suppliers, greater communities and the environment.

Our policies also seek to ensure we operate our business and treat our people in an ethical and responsible manner.

As a Framework Agency for NHS clients, Direct Medics are governed both by the requirements of their contracts (including NHS Employment check Standards on Identity Verification and right To Work) and relevant employment legislation.

Direct Medics are corporate members of the Recruitment and Employment Confederation (REC) and operate within the REC Code of Conduct.

Direct Medic's policies are established by our Directors based on advice from HR professionals, industry best practice and legal advice, and in consultation with the management team. We review our policies annually, or as needed to adapt to changes and are accessible to all employees of Direct Medics and suppliers.

We have implemented the following policies:

- An anti-bribery / corruption policy
- Anti-Slavery and Human Trafficking Policy

- Whistleblowing Policy
- Supplier Code of Ethics/Conduct

PROCESSES

As an ISO 9001:2015 certified business, Direct Medics implement stringent processes maintaining quality and compliance throughout their operations. Teams are provided with regular training and updates on Direct Medics quality processes to ensure compliance with legislation and with the very highest ethical standards.

Direct Medics have dedicated Quality Management team who carry out regular internal audits on the business and co-ordinates various external audits from independent organisations as well as from their clients. This ensures a regular detailed review of their processes and procedures and ongoing continuous improvement.

When Direct Medics meet with candidates, they take great care to ensure that they feel comfortable with their teams, that they explain their processes and procedures in a simple and clear manner and that they provide the company with appropriate and valid identification and confirmation of legal entitlement to work.

ASSESSMENT AND MANAGEMENT OF RISK

Direct Medics are always cognisant that their suppliers must meet and exceed the relevant compliance standards, where applicable within the relevant supply chains, and ensure that they only align with suppliers that meet their ethical specifications.

We expect all those who have (or seek) a business relationship with Direct Medics to act at all times in a way in accordance with the principles of this statement, in an ethical and responsible manner.

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

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.

- We review the potential for risk at regular intervals, including the possibility of conducting spot checks.

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.

We have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We require the businesses we work with to abide by our Supplier Code of Ethics/Conduct and publish a modern slavery statement
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.
- Our staff are encouraged to bring any concerns they have to the attention of management.

TRAINING

As an employer dedicated to education and safeguarding, Direct Medics has a dedicated Compliance, Training and HR team whose aim is to keep their workforce is updated and educated to potential risks and threats alongside legislation changes.

All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

In addition to the ongoing training and the regular updates and refreshment of this methodology, this information is also clearly visible on the company's internal intranet, to which each and every employee within the company has access.

Training is refreshed annually and all staff are encouraged to discuss any concerns they have at any time throughout the year.

If an employee has any concerns in relation to the Modern-Slavery, please direct your concerns to hr@directmedics.com. Human Resources will respond within three working days.

EFFECTIVENESS

Participation in training for staff is monitored and reported on as part of our ISO9001 Quality system.

CLG practices and policies are subject to regular audit in line with the principles of this statement.

FUTURE STEPS

In the next financial year we aim to:

- Check that all personnel working for us are entitled to work in the UK by reviewing right to work documents and other relevant documents
- Communicate our modern slavery policy to our supply chain and clients at the outset of our business relationship and appropriately thereafter.
- Provide an annual slavery and human trafficking statement
- Ensure that 100% of our staff have completed training on modern slavery by December 2026.
- Integrate environmental performance and sustainability as key criteria in our supply chain risk assessments, aligning our ethical sourcing efforts with the **Carbon Reduction Plan's** goals

APPROVAL

This statement was approved by the Board of Directors on 01/7/25 and signed by Barry Shannon (HR Director):

Approved By	Barry Shannon
Job Title	HR Director
Signed	
Date	01 July 2025