

Modern slavery and human trafficking

This declaration, is issued in accordance with section 54(1) of the Modern Slavery Act 2015, serves as NOW Medical Staffing's slavery and human trafficking Statement for year ending March 2022, until future modification or amendment. All our current and future employees and temporary staff will be informed of any such revisions or amendments. NOW Medical Staffing Board adopted the declaration on February 1, 2022, and it will be sent to all our clients to ensure they understand and adhere to our values.

Introduction

Where people's rights are violated because "modern slavery" refers to crimes including enslavement, bondage, forced labour, and human trafficking. It involves the perpetrator acting as though they "owned" the victim, robbing them of their freedom, using force for the individual to live on another person's property and making it impossible for the individual to leave that condition. Human trafficking is the use of direct or indirect threats of violence to force people to perform work or service for which they have not offered themselves voluntarily, and the planning of travel facilitation for another individual with the intention of exploiting them.

Modern Slavery Statement

To ensure that modern slavery is not taking in our own business, or in the supply chains in which we operate, we uphold a zero-tolerance policy for slavery and human trafficking. We are also committed to acting ethically in all our business dealings and relationships. We always uphold the highest levels of professionalism and abide by all rules and legislation that are relevant to the industry.

NOW Medical Staffing operates nationally and due to the nature of its industry, there is little chance that we are involved in or complicit in modern slavery or human trafficking, either in our

own business, or in the organisations we supply to. We are devoted to enhancing our procedures to ensure to human trafficking and modern slavery does not happen within our business and our part to putting an end to it.

Organisational Structure

NOW Medical Staffing Ltd, is a registered business in England and Wales. A healthcare staffing supplier to the public and private healthcare organisations.

Our Supply Chains and Risk Assessment

The services that NOW Medical Staffing procure to run our business are subject to Procurement Policy for Services and do not involve the hiring of migrant labour. Our clients are restricted to the hiring of experts' professional clinical staff to work in their organisations, and NOW Medical Staffing procurement policy covers the process of how the service is continuously monitored, and the prevent of involvement or oversight of activities which may contribute to modern day slavery and human trafficking.

Our Policies

Our internal policies and procedure have been reviewed to determine how well they help us recognise and address concerns related to modern slavery. We have a strong risk management culture built on sound governance and the three lines of defence concept. Our policies reflect our risk management strategies, considering the needs to stop human trafficking and modern slavery, as well as our corporate social responsibility.

- Recruitment Policy
- Procurement Policy
- Employee Handbook
- Risk Management Policy

- Payment Policy
- Conduct Risk Policy

Our policies and procedures are provided to staff, candidates, and clients in a written format.

Our Assessment, Evaluations, and Training procedure

NOW Medical Staffing Director oversees the risk and compliance functions which includes, internal audits and Human Resources functions, reports are provided to the board, these includes:

- Our procurement policies which govern our hiring practices for candidate, client selection and management, and our service evaluation and review.
- Contracts of Employment, the Employee Handbook, and other pertinent employment paperwork detail the rights and obligations of Employees and temporary staff. Our business is conducted responsibly, ethically, and in compliance with all relevant laws and regulations according to the set conduct standards.
- To ensure a high level of understanding of NOW Medical Staffing position on modern slavery and human trafficking, we take care to explain this statement and the pertinent internal procedures to all our current and incoming workers.
- We also consider the requirement for key staff to be training on how to identify signs of modern slavery and what to do if they have reason to believe these offences are being committed, and policies in place to safeguard these individuals.

We are certain that our policies allow the incorporation of more detailed clauses that addresses and respect human rights and a strict no-tolerance policy for modern slavery in the supplier of staff to organisation or, if necessary, in any area of our business.