

Modern Slavery Statement 2018/19

This statement has been published in accordance with the Modern Slavery Act 2015. It is our first statement and sets out the plans TAC Healthcare Group Ltd (TAC) has to take in the forthcoming year 2019/20 and our commitment to help prevent modern slavery and human trafficking in our business and supply chains.

Introduction

TAC is aware that forced labour and human trafficking (Modern Slavery) is a rising global issue and recognises it is the responsibility of every person to be alert to the risks and report concerns appropriately. Whilst TAC is not legally required to make this statement we do so willingly to show our full commitment to helping prevent Modern Slavery in any part of our business including our supply chains.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes the slavery and human trafficking statement for the forthcoming financial year ending 31 March 2019. This, our first statement, covers our current and planned activities for ensuring that all parts our supply chain comply with the Modern Slavery Act.

Our Business

TAC is a Scottish health care provider run by clinicians. There are two elements to the services we offer; one is to provide private health care directly to members of the public and the other is to provide quality solutions to the NHS to help reduce waiting lists.

We have around 30 core staff and up to 250 people employed by us to help deliver services as part of our NHS contracts. Our staff are not in any category which is generally seen to be vulnerable to modern slavery in this country, so our focus is to ensure there are policies and procedures in place for our contractors and suppliers.

Our Supply Chain

TAC is committed to continuously improving our practices to identify and eliminate any slavery and human trafficking in our business and supply chains, and to acting ethically and with integrity in all our business relationships.

TAC use a range of suppliers who supply goods for sale and supports our operations.

Policies

TAC has a number of policies which aim to minimise the risk of modern slavery in our supply chain. These include:

- Responsible Sourcing Policy
- Whistleblowing Policy
- Human Rights Policy Statement
- Environmental Policy
- Anti-Bribery and Corruption Policy
- Health and Safety Policy

Due Diligence

Whilst we do not have any suppliers we believe present high modern slavery risks in our supply chain we will monitor all suppliers to ensure this remains the case. Should we class a supplier as high risk they must complete our Modern Slavery Act Due Diligence Questionnaire which covers their governance, policies, training and supply chain management processes; and

The Quality Manager is responsible for assessing the information submitted by suppliers. Should a supplier fail to provide the information requested or to meet TAC's expectations, TAC will take appropriate action, which may include not entering into a relationship or terminating the relationship with the supplier concerned.

As part of our initiative to identify risk and mitigate against such risks the Quality Manager will report any such findings to TACs Clinical Risk and Compliance Group.

Training

During the year provided advice and guidance to those staff who had direct responsibility for relevant supply chains.

Looking Ahead

Over the course of this financial year we will continue to enhance our procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.

We will

- explore membership of SEDEX to access audited information uploaded by suppliers
- attain Living Wage accreditation
- introduce Modern Slavery training for all staff involved in purchasing supplies
- maintain a Modern Slavery Act Guidance document which will be made available to staff through TAC's HR intranet.
- Map the supply chain to assess particular product or geographical risks

Approval

This statement has been formally approved by the Directors of TAC Healthcare Group Ltd on their behalf.



Mr Kenneth Park
Clinical Director
09 April March 2019