Independent Health Group

Statement pursuant to section 54 of the Modern Slavery Act 2015

Our Business

Independent Health Group provides healthcare services and solutions to the NHS and the private sector. We have 130 employees, and all our business is conducted in the United Kingdom. We assess the risk of modern slavery or human trafficking playing a part in our business as very low.

Our Policies

We are fully aware of our responsibilities to our service users and have zero tolerance towards acts of human trafficking and modern slavery which are unlawful or are a violation of fundamental human rights. We expect all our staff to be alert for and report any concerns they have about slavery and human trafficking; we are also committed to maintaining a culture in which our staff are encouraged to, and know how to, speak up about a concern. By way of reinforcement, we have developed an Anti-Slavery Statement and a Speaking Up and Raising Concerns Policy.

Risks and Mitigation

We have assessed the risk of modern slavery or human trafficking within the business and its supply chains as being low. We have implemented a range of measures that are proportionate to the risks faced, such as:

- Undertaking appropriate pre-employment checks on all our employees and requiring all agencies we use to do the same;
- Applying fair and balanced employment practices, which comply with all laws and regulations and respect our employees' right to private life;
- Purchasing many products from UK organisations who are subject to the Modern Slavery Act 2015;
- Looking for long-term relationships with suppliers and taking care only to select suppliers which we understand operate ethical employment practices;
- Requiring that all new and existing suppliers sign our Supplier Code of Conduct, which confirms compliance with the Modern Slavery Act 2015;
- Upholding professional codes of conduct and practice relating to procurement and supply, underpinned by the Independent Health Group's procurement team's membership of the Chartered Institute of Procurement and Supply; and
- Monitoring progress of the Modern Slavery (Amendment) Bill.

Due Diligence & Measuring Effectiveness

- We have implemented a Procurement Policy under which approved suppliers are subject to evaluation and pre-qualification. Supplier management processes, including review meetings and oversight, are carried out as appropriate and proportionate to the relationship with relevant suppliers.

- We have clear and advertised whistle-blowing procedures which apply to our own business through which staff members may raise concerns in relation to slavery and human trafficking.

Training and Capacity Building

We provide training and advice throughout our induction process for new employees, with an ongoing process for refresher training on relevant policies, such as those relating to the safeguarding of children and adults.

Board Approval

This statement was approved by the Board of Directors of Independent Health Group in June 2025

Claire Damen
Chief Executive Officer