

### **Modern Slavery Act**

The Proximity Group Ltd Statement regarding compliance with the Modern Slavery Act 2015

An act to make provision about slavery, servitude and forced or compulsory labour and about human trafficking, including provision for the protection of victims; to make provisions for an Independent Anti-Slavery Commissioner; and for connected purposes.

### **Status of Proximity Healthcare Ltd**

Proximity Healthcare has built an excellent reputation as a market leader for recruiting and supplying highly skilled specialist candidates throughout the UK. We provide NHS Trusts, Private Hospitals, Social Service Departments, local Authorities, and private organisations with temporary and permanent recruitment solutions on a nationwide basis

### **Transparency**

Proximity Healthcare adopts a transparent approach to the recruitment and placement of our candidates and fully complies with the Duty of Candour principles and the Modern Slavery Act 2015. Proximity Healthcare has robust contracts and / or service level agreements with all supply chains which promote transparency between both parties. Any incidents of Modern Slavery and / or Human Trafficking are documented, investigated (if appropriate) and referred appropriately to the regulatory bodies in accordance with the Proximity Healthcare Incidents Policy / Procedure and in line with the Modern Slavery Act 2015.

### **Current Risk**

Proximity Healthcare Ltd deems the risk of Modern Slavery and Human Trafficking to be low in all parts of the business and believes that it is currently not occurring within the business, however Proximity Healthcare Ltd continues to monitor and assess the potential risk and react appropriately. Proximity Healthcare Ltd has taken steps to reduce the risk of the occurrence of Modern Slavery and Human Trafficking through:

- Robust recruitment procedure which includes immigration checks
- Ensuring candidates have the correct right to work status and documents
- Appropriate clearance is obtained (DBS, PVG, and Access NI)
- Candidates are appropriately trained (including Safeguarding Adults and Children)
- Appropriately trained office staff
- Policies and procedures in place

### **Policies and Procedures**

Modern slavery, Human Trafficking and other forms of exploitation are included in the Proximity Healthcare Ltd Safeguarding Adults and Proximity Healthcare Ltd Safeguarding Vulnerable Children Policies, these policies include warning signs and reporting / escalation processes. Other policies and procedures that further support the identification and management of Modern Slavery and Human Trafficking are:

- Proximity Healthcare Incidents Policy
- Proximity Healthcare Complaints Policy
- Proximity Healthcare Diversity and Human Rights Policy
- Proximity Healthcare Recruitment Policy and Procedures