



10/10 Medical
Staffing & Innovating Healthcare

Modern Slavery Act

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1. Modern Slavery Act Compliance Statement

Our organisations annual turnover is currently below the £36 million threshold requiring us to produce a statutory modern slavery statement which falls under section 54 of the modern slavery act 2015, however we are committed to ethical business practices and maintaining supply chain integrity. We provide the following information in accordance in support of any requirements.

2. Organisation Structure, Business and Supply Chains

10/10 Medical operates as a clinical insourcing provider delivering NHS-quality urological, general surgery, dermatology and diagnostic services.

Our business model involves:

- Direct employment of UK-registered healthcare professionals (GMC/NMC registered)
- Procurement of medical equipment and consumables from established UK and European medical device manufacturers and distributors
- Use of UK-based facilities management and support services
- Limited, transparent supply chain primarily consisting of regulated medical device suppliers

3. Policies on Slavery and Human Trafficking

We maintain a zero-tolerance approach to modern slavery and human trafficking. Our policies include:

- Ethical employment practices ensuring all staff are legally entitled to work in the UK
- Right-to-work verification for all employees and contractors
- Fair pay policies meeting or exceeding National Living Wage requirements
- Commitment to working only with reputable, compliant suppliers

4. Due Diligence Processes

Our due diligence includes, but is not limited to:

- Verification of supplier credentials and regulatory compliance
- Preference for suppliers who themselves publish Modern Slavery statements or demonstrate ethical practices
- Contract clauses requiring suppliers to comply with Modern Slavery Act 2015
- Regular review of supplier relationships and performance
- Employment screening processes including DBS checks and professional registration verification



5. Risk Assessment and Management

We have identified the following areas of potential risk and mitigation measures:

Lower Risk Areas:

- Clinical staffing: UK healthcare professionals with verified GMC/NMC registration present minimal risk
- UK-based services: Facilities management and support services from established UK providers

Areas Requiring Vigilance:

- Medical device manufacturing: Equipment may be manufactured overseas. We mitigate this by:
 - Sourcing only from established, MHRA-registered suppliers
 - Prioritizing suppliers with published Modern Slavery statements
 - Requiring supplier compliance declarations
- Consumables and supplies: We source from reputable UK medical distributors and conduct supplier due diligence

6. Effectiveness and Performance Indicators

As a small organisation, we measure effectiveness through:

- 100% verification of right-to-work documentation for all staff
- Regular supplier compliance reviews
- Zero instances of modern slavery concerns identified
- Maintenance of relationships only with compliant, registered suppliers
- Annual review of this policy and supplier base

7. Training and Capacity Building

We commit to:

- Ensuring management, procurement staff and our wider teams and suppliers understand Modern Slavery Act requirements



- Providing guidance to staff on identifying potential indicators of modern slavery
- Regular updates on ethical procurement practices
- Encouraging staff to raise concerns through confidential reporting channels

8. Commitment

Should we be awarded a place on this framework, we commit to:

- Formalizing this statement as a published Modern Slavery Policy
- Annual review and updates to our approach
- Continued vigilance across our supply chain
- Prompt investigation and remediation of any concerns raised

We recognize that as our business grows, we will continue to develop and enhance our approach to preventing modern slavery in our operations and supply chains.