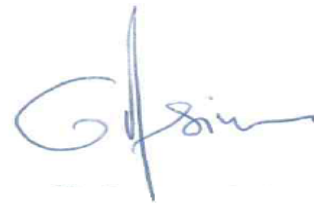


Modern Slavery Statement

IPQ Healthcare Ltd

This statement is made as part of IPQ Healthcare Ltd's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how IPQ Healthcare Ltd operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act and relates to the financial year 11/2023 to 11/2024. It was approved by the board of directors on 4th December 2023.



Signed:

Georgios Asimakopoulos

Director

Our Business

IPQ Healthcare Ltd is a limited company operating in the recruitment sector. We supply temporary workers, registered nurses, to the Healthcare sector for both acute NHS and private Hospitals.

IPQ Healthcare Ltd is an independent business.

Who we work with

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff through pre employment checks compliant with NHS standards (due diligence). We do not supply work-seekers to hiring companies through any intermediaries.

The hiring companies that we work with are located in London and the South-East of England. The workers we supply predominantly live in London and the South-East of England.

Other relationships

As part of our business, we also work with the following organisations:

- Nursing and Midwifery Council
- Royal College of Nursing, Unison and other relevant Trade Unions bodies

- the Recruitment and Employment Confederation (www.rec.uk.com)

Our Policies

IPQ Healthcare Ltd has a modern slavery policy.

In addition, IPQ Healthcare Ltd has the following policies which incorporate ethical standards for our staff and our suppliers:

- Corporate social responsibility policy,
- Ethical procurement policy,
- Responsible employer policy,
- Safeguarding policy
- Anti-bribery / corruption policy, and
- Raising concerns ('Whistle-blowing') policy.

Policy development and review

IPQ Healthcare Ltd.'s policies are established by our senior leadership team, based on advice from HR professionals, industry best practice and legal advice, and in consultation with company board of Directors and other key stakeholders. We review our policies annually as a minimum, or more frequently as needed to adapt to changes.

Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.
- We conduct audits before entering into a commercial relationship with any business where there is the potential for risk. These audited businesses form the basis of our preferred supplier list.
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We require the businesses we work with to publish a modern slavery statement.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.
- We ensure that all of our workers are members of appropriate industry bodies and Trade Unions.

Our staff are encouraged to bring any concerns they have to the attention of management through our open and supportive culture.

Our Performance

As part of monitoring the performance of IPQ Healthcare Ltd, we track the following general key performance indicators:

- Level of training of staff employed by IPQ Healthcare Ltd
- Audit of the effectiveness of complaints handling within the required time frames
- Effectiveness of whistleblowing procedures
- Transparency and external compliance auditing of our workers and recruitment practices.
- the level of modern slavery training and awareness amongst our staff

We benchmark our indicators against industry best-practice and carefully consider our practices, in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- Our recruiters, HR personnel, and staff involved in our procurement and supply chains undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have with our senior leadership team.

Training is refreshed annually, or sooner should this be required by any changes in legislation or industry standards.