



Modern Slavery Statement

Forward Clinical Ltd

Section 54 of the UK Modern Slavery Act (2015) requires commercial organisations operating in the UK with an annual turnover in excess of £36m to produce a 'slavery and human trafficking statement for each financial year of the organisation'. Whilst Forward Clinical Ltd does not fall into this category, we are committed to tackling modern slavery within every part of our business and its supply chains.

Our approach to slavery and human trafficking

Our Anti-slavery statement, in combination with the establishment of effective policies, demonstrates our commitment to the issue of modern slavery and ensures that appropriate and coordinated action is taken throughout the business.

Due diligence

We have taken action to understand and address the risks of modern slavery within our operations, including:

- The development of robust processes around whistleblowing, grievance, disciplinary and bullying and harassment policies, to provide staff and customers with assurance that modern slavery concerns will be raised and dealt with appropriately;
- Staff training and increasing awareness of modern slavery, on how to spot signs and raise complaints within the organisation, and monitoring the delivery of this training to staff;
- Putting in place Strict standards for conduct in the workplace, as referenced within our staff handbook and modern slavery policy
- Ensuring inappropriate employment practices are avoided by adhering to our Illegal Working Prevention, DBS, and Recruitment policies, to ensure identity checks, DBS, qualifications and references are in place;
- Continued development of policies around safeguarding.