

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

PURPOSE

SISK Healthcare is committed to taking necessary steps to ensure that modern slavery or human trafficking does not take place within our business or supply chain. This Policy is pursuant to the UK Modern Slavery Act, 2015.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. SISK Healthcare has a zero tolerance policy to any form of human slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our business or supply chain.

SCOPE

This policy is applicable to all employees (temporary and permanent) irrespective of length of service and includes clients and service personnel both inside and outside the work environment. This policy extends to any business partner within our supply chain.

RESPONSIBILITY FOR COMPLIANCE

The overall responsibility for the compliance with the Policy lies with the Board of SISK Healthcare ("the Board"). The Board has delegated the implementation and effective operation of controls to ensure compliance with the Policy to the management of the individual business units ("local management").

COMPLIANCE WITH THE POLICY

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us or under our control.

We have a number of policies to ensure that we are conducting our business with integrity and transparency including our Protected Disclosures Policy. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

COMMUNICATION AND AWARENESS OF THIS POLICY

SISK Healthcare will ensure that this policy is communicated to all current and prospective employees, and all those who partner with SISK Healthcare from a business perspective.

BREACHES OF THIS POLICY

Any employee who breaches this policy will face disciplinary action, up to and including dismissal. We may terminate our relationship with other individuals and organizations working with SISK Healthcare if, following a thorough investigation, it is found that a breach has occurred with this policy,.