

mbi Medical Ltd - Modern Slavery Statement

This statement is made as part of mbi Medical's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how mbi Medical 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 September 2019 to August 2020. It was approved by the partners on 5th November 2019.



Allen Collicott

Finance Director

Our Business

Mbi Medical Ltd is a limited company operating in the recruitment sector. We supply medical services in NHS/public sectors.

Mbi Medical is an independent business.

Who we work with

[Choice A:] 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. Some of these work-seekers operate through their own limited companies.

Other relationships

As part of our business, we also work with the following organisations: [see Note 6]

- NHS
- the Recruitment and Employment Confederation (www.rec.uk.com) [and/or] the Institute of Recruitment Professionals (www.rec-irp.uk.com)

Our Policies

Mbi Medical has a modern slavery policy available in our Policies Folder.

Policy development and review

mbi Medical's policies are established by our partners, based on advice from HR professionals, industry best practice and legal advice. We review our policies on a regular basis, or 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 reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.

Our staff are encouraged to bring any concerns they have to the attention of management.

Our Performance

As part of monitoring the performance of mbi Medical, we track the following general key performance indicators:

- The level of training amongst our staff,
- The speed with which we investigate related complaints, and the effectiveness of any whistle-blowing procedures, and/or
- The level of compliance and transparency we have established in our supply chain

We [benchmark our indicators against industry best-practice, 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 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.

Training is refreshed regularly.