

## IMT MEDICAL TRANSPORT LIMITED – STATEMENT PURSUANT TO SECTION 54 OF THE MODERN SLAVERY ACT (2015) V9 DATED 22 MARCH 2024

This statement is given with the approval of IMT Medical Transport Limited's Board of Directors.

### **Our Organisation:**

IMT Medical Transport Limited (IMT Medical) is an independent medical transport Company operating across the UK and into Western Europe..

This statement sets out the steps that IMT Medical have taken, and will continue to take, to ensure that modern slavery or human trafficking is not taking place within our Company and commissioned services.

Modern slavery encompasses slavery and human trafficking, forced labour and domestic servitude. Traffickers and slavers use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment. At IMT Medical, we have a zero tolerance approach to any form of abuse and thus modern slavery is incorporated within our safeguarding work stream. 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.

Through due diligence and the implementation of robust recruitment policies and procedures, IMT Medical will ensure that comprehensive checks and balances are in place to negate the likelihood of individuals being employed by us who have been trafficked or who are the victims of modern slavery. These include references, health checks, DBS checks, immigration and identity checks.

By employing our terms and conditions of employment, the Company will implement risk assessment and management to ensure we have assurances that all staff will be treated fairly and will comply with the latest legislation. This will include checks on those standards of our supply chain where applicable. This includes the assurance that staff receives the National Minimum or Living Wage. The Company has various policies and procedures in place designed to provide guidance and advice to staff and managers. An Equality Impact Assessment is completed on each policy to assess the impact from an equality, diversity and inclusion perspective and to ensure we are conducting business in an ethical and transparent manner. These policies include: Children and Young Person Safeguarding Policy: Adult Safeguarding Policy: Freedom To Speak Up / Raising Concerns (Whistleblowing) Policies: Quality Impact Assessments: Equality, Diversity and Inclusion Policy: Recruitment and Selection Policy: and many others.

IMT Medical are responsible for monitoring the quality of services and care provided to patients in our care and will therefore ensure that in addition to our own staff, our supply chain are also aware of our and their responsibilities and have effective systems in place to demonstrate a zero tolerance to human trafficking and are compliant with the Modern Slavery Act and with guidance taken from the UK Government's Corporate reports and statements.

IMT Medical staff and suppliers may attend to patients who are modern day slaves. IMT Medical recognise that the Modern Slavery Act highlights the importance of recognising and responding to victims of modern slavery. Training will be included to ensure our staff and suppliers recognise and understand the signs of modern slavery and know what to do if they suspect that it is taking place. This is incorporated within our safeguarding training.

Signed by: *John Andrew McCulloch Hood* – Managing Director

Dated: 2 March 2024