

## Modern Slavery Act Statement

### Introduction

This statement sets out Novello Healthcare actions to understand all potential modern slavery risks relating to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chain.

As an organisation, Novello Healthcare recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Novello Healthcare is committed to preventing slavery and human trafficking in its corporate activities and to ensuring that its supply chains are free from slavery and human trafficking. We all have a responsibility to be alert of the risks, however small, in our business and in the wider supply chain.

### Our business

Novello Healthcare is a technology led recruitment agency, providing temporary staff to both private and NHS Hospitals.

Novello Healthcare currently operates solely in the United Kingdom.

We understand the importance of promoting and protecting our principles and rights at work. Our standards are designed to protect these rights throughout recruitment, selection and employment of our employees and all candidates that we place on assignments with our clients.

Novello Healthcare is part of the PSR Group Limited group, which is a member of REC (Recruitment and Employment Confederation) - the largest trade body within the UK for the recruitment industry.

### Responsibility

Responsibility for the organisation's anti-slavery initiatives is as follows:

**Policies:** We review our policies and procedures on a regular basis to ensure not only ongoing compliance to our standards but that our supply chain shares the same principles and commitment to the Modern Slavery Act.

**Investigations/Due Diligence:** All Novello Healthcare employees and agency workers/candidates go through a 'Right to Work' check process to ensure all appropriate checks are carried out in accordance to the Government requirements. This paperwork is certified by HR and the Finance Team with audits being conducted quarterly to ensure all remain compliant.

Novello Healthcare operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

### Whistleblowing policy

Novello Healthcare encourages all its employees, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the organisation.

The company's whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of retaliation.

### Employee code of conduct

Novello Healthcare code makes clear to employees the actions and behaviours expected of them when representing the organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour.

### **Training**

Novello Healthcare requires all staff within the organisation to complete training on modern slavery. The organisations modern slavery training objective is to raise awareness on how to spot signs of slavery and human trafficking and what steps to take if slavery or human trafficking is suspected.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the financial year ending 31st March and has been approved by the organisations Managing Director.

### **Jane Couper**

Chief Executive Officer

Date: 07/12/2022