



Modern Slavery Transparency Policy

Pro Health Solutions Ltd (PHSL) has a zero-tolerance policy for any form of modern slavery, human trafficking, or coerced labour, within the business and the supply chain. PHSL recognises that modern slavery and human trafficking is a violation of fundamental human rights and is contrary to the Modern Slavery Act 2015.

PHSL is fully committed to preventing unethical labour practices within the business and the supply chain. This Policy applies to all Pro Health staff, suppliers, and service providers, who must ensure that both their businesses and supply chains worldwide comply with this Policy.

PHSL will take steps to ensure that labour abuses including, modern slavery and human trafficking are not taking place in its own business or within any of its supply chain. We will implement this policy by ensuring that:

- Suppliers comply and act in accordance with this Policy and provide their Modern Slavery Policy on inception.
- All our suppliers within the UK, whose turnover exceeds £36 million must show evidence that their Modern Slavery Statement is published publicly, they must be accredited to relevant schemes such as Achilles third party scheme or its equivalent where Modern Slavery compliance is covered. All suppliers in this category must submit Modern Slavery Statements report carried out by accredited companies such as Sanderson Phillips to Pro Health Solutions Ltd.
- PHSL will take a collaborative approach with regards to working with its suppliers to combat the threat of modern slavery and human trafficking within the business and the supply chain
- All recruitment is carried out in a fair and transparent manner and will comply with relevant legislation and standards.
- The requirements and expectations made of the supply chain in relation to the Act will be clearly communicated and included within contractual terms.
- Suppliers will be expected to comply with the Immigration, Asylum and Nationality Act 2006.
- PHSL will train appropriate staff to understand the risks and issues surrounding modern slavery and human trafficking, how to identify the risks and appropriate measures to prevent it.

All employees of PHSL have an individual responsibility to ensure compliance with this Policy, including being alert to the risk of such unlawful practices. There is no risk identified within the business or supply chain; however, any concerns with regards to human trafficking or any form of modern slavery may be reported to the MD of Pro Health Solutions Ltd who is in charge of the Risk Management associated with Modern Slavery or or send an anonymous email to m.soufian@prohealth.uk.com using prohealth.well@gmail.com, password Prohealth@123. PHSL considers a breach of this Policy as a serious offence. Any violation of this Policy or the Act by any staff will result in disciplinary action which could include dismissal in appropriate circumstances. Pro Health Solutions Ltd will further notify the relevant authorities of an individual or a supplier's contravention of



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the Act. This Policy will be reviewed on an annual basis to ensure current legislation and regulations are being reflected in the policy.

M.Soufian

Dr Mustapha Soufian, Director

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