

Modern Slavery Act Statement

Regent's Park Healthcare Limited (RPH) is a private limited company registered in England and Wales with registration number: 8983623. The registered offices are Close Gate House, 47 High Street, Salisbury, Wiltshire SP1 2PB.

RPH makes this statement to comply with s.54(6) of the Modern Slavery Act 2015 on behalf of itself and all its companies.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the Act) and covers the calendar years 2022-2025. It sets out the steps taken, by Regent's Park Healthcare and its group companies to prevent modern slavery and human trafficking in its business and supply chains.

This statement was approved by the Board of Regent's Park Healthcare on 7 January 2022.

RPH's position on modern slavery

RPH is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour. RPH is committed to promoting ethical and lawful employment and supply chain practices. These practices are also required to be followed by our suppliers, sub-contractors and business partners worldwide.

RPH will not tolerate slavery, servitude, forced or compulsory labour in the manufacture of products we use or sell and will not accept products or services from suppliers who employ or utilise slavery, servitude, forced or compulsory labour in any manner.

RPH has in place a Human Trafficking Policy setting out the obligations on RPH colleagues, management and our supply chains to ensure that slavery and human trafficking does not occur.

Our mission statement and values

RPH is committed to providing the best individualised specialist care for each patient; helping people feel better and recover faster.

To us achieve our purpose and aim, we act with **accountability**, **care** and **courage** to treat, our employees, our patients, our customers and our colleagues with loyalty, respect and dignity. As a company we support a **collaborative** culture and demonstrate **determination** to ensure transparency, integrity and fairness in the way we conduct our business.

RPH Staff Handbook provides guidance to ensure that everything we do is done in an ethical and legal manner with shared common values and culture that guides our actions. It also contains resources to help resolve questions about appropriate conduct in the workplace.

RPH's relationship with our supply chain

Our zero-tolerance approach to modern slavery extends to our suppliers too. This is absolutely critical to fulfilling our mission and maintaining a healthy work environment.

As we operate at multiple sites and deliver a diverse range of specialist treatments, we purchase a wide range of goods and services both in the provision of healthcare and to support the delivery of our routine business. Our due diligence processes seeks confirmation from the supplier that they are compliant with the Modern Slavery Act 2015 (where that supplier has an annual turnover in excess of £36 million).

Policies

In order to detail our responsibilities in respect of modern slavery, RPH has in place a Human Trafficking Policy which sets out the obligations on colleagues, management and our supply chains to ensure that slavery and human trafficking does not occur. This is one of a number of policies in place to embed our commitment to hold a zero-tolerance stance to modern slavery. Adherence to these policies helps us to ensure that we are conducting business in an ethical and transparent manner. The other policies which cover Modern Slavery include, but are not limited to:

- RPH Staff Handbook
- Speaking Up Policy
- Human Trafficking Policy

Training

RPH has a robust training programme in place for all staff members. This begins with an initial induction and then on an on-going basis, including annual updates, learning and development courses for our leaders and their teams, all specific to their role and responsibilities within the company. This is reviewed and refreshed each year to ensure we incorporate current compliance and ethics trends in our company, sector or in the communities in which we operate. RPH's safeguarding training encourages our people to understand that children and young adults are especially vulnerable to criminal and sexual exploitation and to be aware of the domestic servitude indicators of modern slavery. All other permanent colleagues are required to complete annual ethics and compliance training. In all our ethics and compliance training (including that provided at our corporate induction events for all new starters), the theme of modern slavery is covered in detail and attention drawn to our policies and procedures in this area.

To ensure we remain aware and diligent regarding modern slavery our internal training includes:

- Awareness of the practical signs of modern slavery, including indentured employment which may be visible in a hospital or care setting.

- How to report concerns to our Freedom to Speak Up Guardian or to external authorities.

We will carry out selected audits of our suppliers to ensure that we can be confident to endorse our supply chain. If concerns are identified during these audits, we will endeavour to work with the supplier to improve their practice and if we do not consider this to be successful, we will review future use of that supplier.

All our efforts will demonstrate our responsibility as a healthcare provider to share and promote best practice in all areas associated with physical and emotional well-being.

Responsibility for this statement

The Company's leadership have overall responsibility for this statement and ensuring that policy, internal systems and controls are kept under regular observation to ensure that there is no gap between what we say we will do and what we actually do - for the prevention of modern slavery.

A handwritten signature in black ink, appearing to read 'Anil Ohri', with a horizontal line underneath it.

Dr Anil Ohri
Chairman and Chief Executive
On behalf of the Board of Directors of RPH.
7th January 2022