



NRS HEALTHCARE – Slavery & Human Trafficking Statement

NRS Healthcare is a leading provider, manufacturer and distributor of daily living aids equipment, and medical devices, used by individuals to live independently at home in safety and with dignity. Our equipment is provided through NHS, local authorities as well as directly, to private individuals, through retailers and our own website.

Our Policies

Through our policies we are committed to eliminating risk of slavery and human trafficking within both our business and supply chain.

Supply Chain

We use suppliers based throughout the world – primarily UK, Europe, China and North America. We have an extensive supply chain and continually source goods from a wide range of suppliers, subcontractors and partners each of whom have their own associated entities.

- Code of Business Conduct/Code of Ethics
 - Employment is freely chosen
 - Elimination of forced and compulsory labour
 - Abolition of child labour
 - Working conditions are safe and hygienic
 - Elimination of discrimination in respect of employment and occupation
 - Freedom of associative and collective bargaining
 - Wages are paid in accordance with local regulations
 - Working hours are not excessive
 - No physical or inhumane treatment is permitted
- Recruitment Policy
 - We resource our temporary labour needs through a preferred supplier list. We only engage with recruitment agencies who share a commitment towards anti-slavery and the prevention of human trafficking.
- Whistleblowing Policy and Procedure
 - We provide a confidential service where employees can report genuine concerns regarding serious malpractice in our supply chains or business activities. The whistleblowing service is provided by an independent company, any reported cases are forwarded to the CEO and investigated and resolved promptly.
- Employee Assistance Programme
 - We provide a confidential support service for all our employees, this is via telephone or website, there is a wide range of advisory services available.



Our due diligence

We recognise the importance of visibility and transparency within our supply chain in order to protect those within it from potential abuse and exploitation. To this end we take great care in selecting the companies who supply product to us.

All potential and current suppliers are made fully aware of our requirements through receipt of our Supplier Trading Manual. Suppliers are expected to conform with the requirements therein. We give support and guidance to suppliers in achieving these requirements.

Our suppliers are visited and audited by our Far East agent(s) to ensure compliance with these requirements. This is an ongoing KPI to ensure compliance is continually monitored. We have a close knowledge of key suppliers with whom we have long standing relationships. Their factories have also been independently audited by TUV (an independent test house and auditor) to ensure compliance with these requirements and to identify any poor practices.

In the past year we have also conducted the following visits to audit our suppliers:

- Conducted visits by our own staff to over 20 suppliers in the Far East
- Our agents have visited over 100 suppliers in the Far East

We will continue to conduct visits to audit suppliers over the coming year and write again to all suppliers reiterating our commitment to eliminating slavery and human trafficking and requiring them to confirm they are following appropriate working practices.

Any contraventions are fully investigated and appropriate action taken with the supplier including removing business. Any concerns regarding our Supply Chain, from employees or customers or any interested party, can be raised through our website or reported to our whistle blowing service where they will be thoroughly investigated.

NRS Healthcare reviews the effectiveness of its policies and procedures in the supply chain at least annually, including audits by our own visiting staff, and will publish updates as requirements develop.

Appropriate employees (involved in the supply chain) are made aware of these requirements upon joining the company and when required by any updates and changes.

This statement is made to comply with Section 54 (1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending March 2020.

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Jerry Benson
CEO

Nottingham Rehab Ltd