

The Healthcare Management Trust
Modern Slavery and Human Trafficking Statement
31 December 2024

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1 January 2024 to 31 December 2024.

The statement sets down The Healthcare Management Trust's (HMT) commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of HMT, which are operating two acute hospitals and 2 care homes for the elderly, with a further home due to open in January 2024. All of our business operations are based within the United Kingdom.

HMT contracts with a significant number of suppliers to facilitate our activities at our various sites. We purchase a wide range of goods and services including:

- medical equipment
- medical consumables
- pharmaceuticals
- catering supplies
- Information technology equipment, software and services
- Building maintenance services
- Professional services

We engage hundreds of suppliers making our end-to-end supply chains extensive and complex. However, 80% of total spend is concentrated with c110 suppliers. It is this group of suppliers that we will initially focus our efforts on in ensuring compliance with the provisions set out in the Modern Slavery Act (2015).

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, in the next financial year, we will be looking at offering training to relevant staff in relation to issues pertaining to this area and to improving our policies, practices and procedures.

Policies

HMT is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. Our internal policies and supplier contracts reflect our commitment to acting ethically and with integrity in all of our business relationships.

The following are examples of our policies that set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- **Whistleblowing policy** – through this policy and **The Freedom to Speak Up Scheme** HMT encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- **HMT Employee Handbook**, sets out the Code of Conduct and behaviours expected of employees when representing the Charity.
- **Safeguarding Adults Policy**, this policy is aimed at protecting an adults' right to live in safety free from abuse and neglect
- **Safeguarding Children and Young People's Policy**, sets out our belief that all children and young people have a right not to be abused or exploited.
- **Equality, Diversity and Human Rights Policy** outlines our committed to promoting equality and diversity

Due Diligence Processes for Slavery and Human Trafficking

HMT is in the process of implementing a supplier onboarding system, which will require all new and the 110 existing major suppliers to annually self-certify and upload a copy of their Modern Slavery Policy and any relevant documentation before they are approved to conduct business with us. Suppliers will be required to ensure that relevant documentation remains accurate throughout the period of their engagement.

We're committed to continuously improve our practices to identify and eliminate slavery and human trafficking in our business and supply chains and to acting ethically and with integrity in all our business relationships.

Key Performance Indicators

These have been established to monitor staff training and the onboarding of our major suppliers.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Board of Trustees fully endorse this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved by the Board of Trustees on 21 February 2025 and authorised by the Chair:

Name:	Dylan Jones
Position:	Chair of Trustees
Approval Date:	21 February 2025