

## Modern Day Slavery Statement

This statement is made in accordance with the Modern Slavery Act 2015 and sets out the steps that Medicash takes to ensure that modern slavery (*i.e. slavery, human trafficking and forced labour*) is not tolerated within our business or supply chain.

Medicash acts ethically and with transparency in all its business relationships. Our zero tolerance of any sort of modern slavery is demonstrated in our standard Employee Handbook which is issued to all employees. All employees are paid at least the legal minimum wage and the following references from our Employee Handbook demonstrate that Medicash does not tolerate any sort of modern slavery:

**Clause 1.1 On joining Medicash** - new recruits are required to provide their 'passport, birth certificate and, if appropriate, evidence of eligibility to work in the UK'. Employment is also subject to a 'satisfactory DBS check'.

**Clause 1.2 Hours of Work** - specifies 35.75 hours as the standard working week.

**Clause 1.4 Pay** - employees are paid a monthly salary on 20<sup>th</sup> of each month.

**Clause 1.5 Overtime** – overtime is always voluntary and any hours worked more than 35.75 hours are paid at premium rates.

**Clause 1.6 Holidays** - employees are entitled to 33 days annual holiday (*including bank holidays*) and this increases with service to 38 days.

**Clause 1.7 Company sick pay** – employees with over 6 months service are paid full pay and then half pay for a specified period of sickness within a 12 month period.

**Clause 1.8 Pension Scheme** employees are auto-enrolled in a pension scheme which exceeds the minimum UK requirement.

The employee handbook also contains policies which demonstrate the commitment of the company to the highest standards of ethical conduct and fairness. Particular references are:

**Clause 5.3 Anti-Bribery and Corruption Policy**

**Clause 5.6 Dignity at Work/Harassment Policy**

**Clause 5.8 Equal Opportunities Policy**

**Clause 5.11 Whistleblower Policy**

Medicash uses few third party contractors but wherever these are used (*for example contract cleaning companies*) checks are carried out to ensure that they operate ethically and in accordance with employment legislation.

Signed  .....

Dated: 20 April 2021

**Sue Weir – Chief Executive**