



## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**



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## Purpose

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and Home Office Explanatory Memorandum No. 1833 (2015). It sets out the steps taken by the Medicash Group, 'Medicash', to ensure that modern slavery neither occurs nor is tolerated within our business, supply chain or relevant third parties. Medicash is committed to acting ethically and with transparency in all its business relationships and has a zero-tolerance policy towards any form of modern slavery.

Due consideration is given to all aspects of slavery and human trafficking, including servitude, forced labour and compulsory labour.

## Medicash

Medicash is the oldest and largest provider of corporate health cash plans in the UK today. Our award-winning policies help over 500,000 people take a positive approach to their health, both at work and at home.

The Medicash Health & Wellbeing Group is comprised of Medicash, Health@Work and the Medicash Foundation, meaning that our dedication to providing top-quality health benefits goes much further than just health cash plans.

## Policies

**Recruitment:** Medicash operates a robust recruitment policy with new recruits required to provide their passport, birth certificate and, as appropriate, proof of eligibility to work within the UK. Employment is also subject to a satisfactory DBS check.

**Hours of work, overtime and pay:** The standard working week for Medicash staff is 35.75 hours. Any overtime worked is always voluntary and overtime hours paid at enhanced rates. Medicash adheres to all UK employment law and pay all staff above the National Living Wage. Wages are paid to staff on the 20th of each month.

**Holidays:** Employees are entitled to 33 days annual holiday (including bank holidays), increasing with length of service up to 38 days.

**Pension scheme:** Medicash employees are auto-enrolled in a pension scheme which exceeds the requirements set down in UK law.

**Company policies:** The company operates a number of policies which demonstrate Medicash's commitment to the highest standards of ethical conduct. These include: Anti-Bribery and Corruption Policy, Dignity at Work/Harassment Policy, Equal Opportunities Policy, and Whistleblower Policy.

## Training

Annual training regarding Modern Slavery is mandatory for all staff.

## Third Party Services

In the event third party contractors are used by Medicash, checks are carried out to ensure that they operate ethically and in accordance with employment legislation. This same diligence is applied in our approach to any groups providing third party services for policyholders.

*Sue Weir*

**Sue Weir**  
Chief Executive

