



Modern Slavery Act 2015 Statement

Version Control

Version	Date	Changed by	Comments on Change	Review Date
Version 1	05/01/2024	Tendai Banda	Document Created – Version 1	05/01/2025
Version 2	05/01/2025	Tendai Banda	Review of document	05/01/2026
Version 3	05/01/2026	Tendai Banda	Reviewed document	05/01/2027

1. Introduction

At Team Medic, we are steadfast in our commitment to preventing modern slavery and human trafficking in all aspects of our business operations and supply chains. We understand our responsibility to act with integrity, ensuring ethical practices and the highest respect for human rights in every partnership and activity.

2. Organisational structure

Team Medic is a premier provider of medical services and support in the United Kingdom, offering Non-Emergency Patient Transport, Event Medical Cover, and related healthcare services. We work with a wide range of suppliers, contractors, and partners to deliver these services. Upholding ethical standards and human rights is central to our operational and supply chain management practices.

3. Our policies in relation to slavery and human trafficking

To combat the risks of modern slavery and human trafficking, Team Medic has implemented several policies that promote ethical labour practices. These include:

- Purchasing and suppliers policy: Requires all suppliers to comply with ethical labour practices and meet our rigorous standards.
- Whistle-blower policy: Provides a secure, confidential mechanism for employees, contractors, and partners to report unethical practices, including modern slavery.

4. Supply chain and risk management

Team Medic carefully assesses risks related to modern slavery across all areas of our business and supply chains, paying close attention to higher-risk regions, industries, or labour practices. We employ robust due diligence processes to identify and mitigate these risks. These include:

- Conducting site visits and supply chain reviews to ensure adherence to our policies and to promote continuous improvement.
- Collaborating with industry groups and external organisations to remain informed about emerging risks and global best practices.

5. Training and capacity building

Comprehensive training programs are in place to educate employees, particularly those in procurement, supply chain management, and operations, on modern slavery risks.

Training includes:

- Recognising signs of modern slavery and human trafficking.
- Reporting mechanisms for suspected cases of unethical practices.

- Practical case studies and scenarios to deepen understanding.

Training content is regularly updated to align with legislative requirements and industry developments.

6. Future steps

Team Medic is committed to continuous improvement in our fight against modern slavery and human trafficking. Planned actions include:

- Expanding training programs with advanced case studies and role-specific scenarios.
- Strengthening collaborations with external experts to refine risk assessment and mitigation processes.

7. Compliance

This statement will be reviewed and updated annually, ensuring alignment with the requirements of the Modern Slavery Act 2015. It will be published on our website to promote transparency and accountability.

8. Public Availability

This document is available on our website at <https://www.team-medic.com>

9. Declaration and signoff

This statement was approved by the Board of Directors of Team Medic on 3 January 2024, in compliance with section 54(1) of the Modern Slavery Act 2015. It reflects our ongoing commitment to eradicating modern slavery and human trafficking from our operations and supply chains.

Signed off by

Clive Palumbo

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Director

Date: 05/01/2026