



THE DERMATOLOGY PARTNERSHIP

Policy Description	Modern Slavery Statement and Policy		
Target Audience	All Staff		
Ratified By	Mark Norfolk/ Graham White		
Review Date	October 2023		
Next Review	October 2024		
2nd Level Approval	Mark Norfolk	Approval Date	November 2024
3rd Level Approval	N/A	Approval Date	N/A

Modern Slavery Statement and Policy

Introduction

The Dermatology Partnership is a leading dermatology group, defined by its clinical excellence and focus on leading dermatological care. We are committed to providing our patients with the best service and support.

We have a zero-tolerance approach to modern slavery or human trafficking in our business operations or supply chains.

We are committed to acting ethically and with integrity in all our business dealings and relationships. Modern slavery is a crime and a violation of fundamental human rights. We recognise this takes various forms, such as slavery, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We are committed to ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains. We expect the same standards and commitment from all our suppliers, contractors and other third parties.

Our Business

We operate in the medical sector and all our dermatologists are well-known authorities in their field. Prior to employment careful checks are carried out to ensure that our team have the right to work, DBS clearance, qualifications and licence to practice.

We recognise that due to the level of checks within our sector the risk of modern slavery is lower, but we take our responsibility seriously in ensuring that our business operations and supply chains are compliant. Our HR providers are aware of the signs of exploitation and can take the necessary steps should that be identified.

Responsibility for this policy

It is the boards job to make this policy and how we behave complies with our legal and ethical responsibilities, and that works under our control follows this policy.

Our compliance manager has day to day responsibility for putting this policy into practice, making sure it works and answering questions about it.

We have thought about the areas of our business where there might be risks of modern slavery and put in place steps to reduce the risks as far as we can. We provide training for our people where they can help with those steps.

It is the job of every manager to make sure the people that report to them understand and follow this policy and are given enough regular training on it.

Our Supply Chains

We do not use third parties to provide our services. Given the industry we operate in we do not have an extensive supply chain network. However, we do engage with suppliers for essentials to support business operations, such as IT, accountancy and legal services. We expect our suppliers and potential suppliers to aim for high ethical standards and to operate in an ethical, legally compliant and professional manner.

Due Diligence

We identify and assess the risk of potential slavery and human trafficking in our supply chains and our diligence measures include:

- Requiring all staff to comply with the applicable legislation relating to Modern Slavery and to avoid any activity that might lead to, or suggest, a breach of this legislation.
- Requiring new suppliers to agree to contractual obligations to avoid slavery and human trafficking and all existing contracts to include these contractual obligations at the next renewal or extension.
- Encouraging all staff and third parties to raise any concerns about any issue or suspicion of modern slavery in any parts of the business or supply chains of any supplier tier at the earliest possible stage and to notify the Board.
- Protecting staff from victimisation or retaliation if they raise concerns about slavery and human trafficking, even if raised in error.
- Taking any allegation of potential slavery and human trafficking seriously and investigating any allegation diligently.

Our People

We are committed to operating our business with integrity and in an environment where all employees feel like they can report any concerns they may have.

We ensure that all our employees are eligible or have the necessary visas to work in the United Kingdom.

We treat all employees in a fair and equal manner and with dignity and respect. We ensure that employees' salaries are always paid at market rates and above minimum wage.

We ensure that all employment is freely chosen and employees can leave with reasonable notice. Additionally, all employees must be provided with a clear contract of employment, which complies with local legislation.

Our employee must raise any concerns that involve modern slavery immediately, even if they are not certain as we would rather be informed of any genuine concerns.

Our Training

To raise awareness of the potential risks of slavery and human trafficking, we provide guidance and training to support our employees' understanding of expected behaviours during induction and beyond where required.

Breaches of Our Policy

Employees who breach this policy will face disciplinary action, which could result in being termination of the employment contract for gross misconduct.

We may also immediately end our relationship with other individuals and organisations working with us if they breach this policy.

Approval

This policy / statement refers to the financial year ended 31st March 2024 and has been approved by the Directors.