Modern Slavery Statement

The Modern Slavery Act 2015 is designed to consolidate various offences relating to human trafficking and slavery.  The provisions in the Act create a requirement for an annual statement to be prepared that demonstrates transparency in supply chains.

**Summary**

The legislation addresses slavery, servitude, forced or compulsory labour and human trafficking and links to the transparency of supply chains.

The aim of the statement is to encourage transparency within organisations, although it is possible to comply with the provision by simply stating that no steps have been taken during the financial year to ensure that the business and supply chain is modern slavery free.  It is worth noting that although this may be an acceptable approach for this year’s statement, there is an expectation that further work will be undertaken to provide these assurance s in years to come.

There are potential consequences for those organisations that do not appear to make progress in this area; especially for those that are funded wholly, or in part, by public money.

**Modern Slavery and Human Trafficking Act 2015 Annual Statement**

Section 54 of the Modern Slavery Act 2015 requires all organisations to set out the steps it has taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains, and in any part of its own business.

The aim of this statement is to demonstrate that KMX Nursing Agency follows good practice and all reasonable steps are taken to prevent slavery and human trafficking.

All members of staff at KMX Nursing Agency have a personal responsibility for the successful prevention of slavery and human trafficking with the procurement department taking responsibility lead for overall compliance.

We have zero tolerance of slavery and human trafficking and are committed to maintaining and improving systems, processes and policies to avoid complicity in human rights violation and to prevent slavery and human trafficking in our supply chain.

KMX Nursing Agency policies, procedures, governance and legal arrangements are robust, ensuring that proper checks and due diligence are applied in employment procedures to ensure compliance with this legislation. We also conform to the Recruitment and Employment Confederation (REC) employment check standards within our workforce recruitment and selection practices, including through our managed service provider contract arrangements.

* For all Terms and Conditions, including specific clauses that reflect our obligations under the Modern Slavery Act 2015.
* Including relevant pass/fail criteria for all Procurement led tender processes and new vendor requests.
* Up-skilling the recruitment team on the implications of the Act in order that they can support the wider organisation on its implementation.
* Communicating to all high risk suppliers providing an overview of the legislation, stating our intent and future expectations.
* For those contracts deemed to be of high risk, including the specific Right to Audit against the obligations of the Modern Slavery Act 2015.
* KMX Nursing Agency employs solely within the UK and how we treat our employees is managed consistently across the organisation by the Human Resources Directorate. The Trust pays above the national living wage i.e. the minimum wage set by the Government.
* Risks to KMX Nursing Agency associated with this Act are managed in accordance with the Risk Management Policy.

The Board of Directors has considered and approved this statement and will continue to support the requirements of the legislation.