

## Modern Slavery and Human Trafficking Statement

This statement, made in accordance with section 54(1) of the Modern Slavery Act 2015, sets out the approach taken by University Hospitals Dorset NHS Foundation Trust (UHD) to understand all potential modern slavery risks related to its business, and the actions undertaken to mitigate any such risks during the financial year, ending 31 March 2025.

### What is Modern Slavery?

Slavery is a violation of a person's human rights. Modern slavery encompasses many forms of slavery including the form of human trafficking, forced labour, bonded labour, forced or servile marriage, descent-based slavery and domestic slavery. A person is in modern slavery if they are:

- Forced to work through mental or physical threat or coercion.
- Owned or controlled by an "employer", usually through mental or physical abuse.
- Dehumanised, treated as a commodity, or sold or bought as "property."
- Physically constrained or has restrictions placed on their freedom of movement.

### Trust's Compliance Requirements with the Modern Slavery Statement

We are committed to delivering high standards of corporate governance and a key element of this is managing the Trust in a socially responsible way. We are absolutely committed to preventing slavery and human trafficking in our corporate activities and supply chains. We also expect the same high standards which we set for ourselves from those parties with whom we engage, such as our suppliers and customers.

### The steps we have taken to combat modern slavery and human trafficking

In relation to our supply chains, which include the sourcing of all products and services necessary for the provision of high-quality health care to our patients:

- We expect and require all our suppliers to comply with all local, national and (where applicable) international laws and regulations.
- All our orders are placed in accordance with standard NHS terms and conditions (T's & Cs). Within these terms are statements requiring suppliers to ensure they conduct business in a manner that is consistent with any anti-slavery Policy of the Authority and shall provide to the Authority any reports or other information that the Authority may request as evidence of the Supplier's compliance and/or as may be requested or otherwise required by the Authority in accordance with its anti-slavery Policy.
- Our suppliers must comply with all relevant Law and Guidance and shall use Good Industry Practice to ensure that there is no slavery or human trafficking in its supply chains; and notify the Authority immediately if it becomes aware of any actual or suspected incidents of slavery or human trafficking in its supply chains.
- We expect all those in our supply chain and contractors to comply with our values.

- We will not support or deal with any business knowingly involved in modern slavery and human trafficking. All suspicions of modern slavery and human trafficking will be reported to the relevant authority.
- We will consider modern slavery issues when making procurement decisions.

In relation to due diligence and risk management (other than our supply chains):

- We undertake appropriate pre-employment checks and require our agencies on approved frameworks to do the same.
- We protect staff from poor treatment and/or exploitation and comply with all respective laws and regulations including fair pay rates and terms of conditions of employment.
- We consult and negotiate with Trade Unions on proposed changes to employment, work organisation, and contractual relations.

**Trust's policies and procedures on Modern Slavery and Human Rights** which set the tone for how we as an organisation operate:

- We have a clear Freedom to speak Up policy that applies to all individuals working for our Trust and is published on our intranet site. If there are any genuine concerns about any wrongdoing or breaches of the law, including modern slavery laws, these concerns can be raised in confidence and without fear of disciplinary action.
- We have appointed a Freedom to Speak Up Guardian and Ambassadors to promote, listen, support and provide an impartial view to staff when speaking up and to contribute to a culture of speaking up where staff feel safe and confident to raise concerns.

#### **Training of our staff:**

- Our Level 1 Safeguarding training for staff includes how to recognise and respond to indicators of human rights abuses. It includes examples of red flags specific to our industry, explain our reporting procedures for suspicions and promote an organisation wide sense of responsibility.
- UHD Safeguarding Team support staff through learning and supervision to ensure safeguarding is everyone's business. All referrals made by staff are overseen by the safeguarding team. Staff can access advice and support from the safeguarding team.

This statement will be reviewed annually.

This statement was approved by the Trust Management Group on 19 November 2024.