

## Modern Slavery and Human Trafficking Statement for the Financial Year which ended 31<sup>st</sup> December 2019, issued pursuant to Section 54(1) of the Modern Slavery Act 2015.

**Date issued:** 21<sup>st</sup> February 2020

**Date updated:** 10th December 2020 (minor update to reflect changes to corporate structure)

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain, by our business partners or in any part of our business. We take a zero-tolerance approach to any suspected or actual violations.

The Group will not support or deal with any business knowingly involved in slavery or human trafficking.

The Group directors and senior management shall take responsibility for implementing this statement and its objectives and shall provide adequate resources and investment to ensure slavery and human trafficking is not taking place within the Group or within our supply chain.

### **Scope, Business Structure and Supply Chain**

This statement is applicable to all businesses within the ExamWorks UK Limited Group. The businesses covered by this statement are:

- Premex Group Limited, including Premex Services Limited (including Premex+), ExamWorks Investigation Services Limited, 3d Rehabilitation Limited
- UK Independent Medical Services Limited
- Target Medical Solutions Limited
- Kindertons Topco Limited, including Crusader Uninsured Loss Recovery Service Limited, J P Morriss Assessors Limited, Kindertons Limited, Plantec Assist Limited, Sovereign Automotive Limited

This statement applies to all 'workers' – be that employees, directors, contractors, consultants, home workers, officers, casual workers and agency workers.

The ExamWorks UK Limited Group provides a wide range of services, including medico legal reporting, rehabilitation, claims investigation, accident management and occupational health services. We currently employ 2000+ staff across the UK.

The nature of work undertaken by our supply chain varies throughout the Group. The services provided by our suppliers include (but are not limited to) medico legal reporting, rehabilitation, diagnostics, health and wellbeing assessments, claims investigation, surveillance and vehicle hire, repair & inspection.

### **Policies on Modern Slavery and Governance**

We as a Group recognise that we all have a responsibility to mitigate and be alert to the risks of slavery, servitude and forced or compulsory labour within our businesses and within our supply chain. As a result, our internal documents hold the following controls to reflect our commitment to acting with integrity and to ensure that any potential risks in relation to modern slavery are identified:

**Recruitment Policy:** Our policy stipulates that proof of eligibility to work in the UK must be sought at the interview stage and photocopies enclosed with the interview booklets. If proof of right to work in the UK has not been obtained prior to the employee's start date, the employee will be unable to start.

**Pay Policy:** As an employer, we aim to pay fairly and competitively. We will pay at least national minimum wage to all our employees.

**Code of Business Ethics:** The Code applies across the Group and to all our employees & business partners (including but not limited to customers, suppliers and contractors). All to whom the Code applies are required as a minimum standard to comply with all laws and regulations, including the Modern Slavery Act 2015. The Group strives to maintain the highest standards of employee conduct and ethical behaviour when operating and managing its supply chain. We expect and encourage employees and business partners to bring promptly to management's attention any suspected or actual breaches of our Code. The Group strives to maintain the highest standards of employee conduct and ethical behaviour when operating and managing its supply chain. The Group's Code makes clear to employees the actions and behaviours expected of them when representing the organisation. Disregard or breach (actual or suspected) of the Code by an employee may result in disciplinary action. The Group reserves the right to hold business partners responsible should practices occur in their businesses which are not in line with the principles as embodied in the Code. Disregard or breach (actual or suspected) of the Code by a business partner may result in termination of contract.

**Whistleblowing Policy:** This policy ensures all our employees know that they can raise concerns about how colleagues are being treated or about practices within our business or supply chain without fear of detriment.

**Supplier On-Boarding and Management Framework:** During 2019, the Group have expanded the existing Supplier On-Boarding and Management Framework. One of the developments includes due diligence questions asked prior to engagement in order to assess a supplier's risk from a Modern Slavery perspective. The expanded Group framework is in the process of being rolled out for Premex Group and UKIM, and is due to be fully implemented at Kindertons in early 2020.

### **Due diligence processes**

Throughout the Premex and UKIM group businesses, our standard contractual agreements provide our suppliers with obligations to adhere to the Modern Slavery Act 2015 and with our panel suppliers, we often reserve the right to audit. In 2020, the standard contractual agreements with Kindertons suppliers will be reviewed to ensure these provisions are incorporated.

As part of the Group Supplier Management Process, due diligence undertaken of suppliers may incorporate a review of the controls undertaken by the supplier surrounding human trafficking, slavery and servitude should the Group deem there may be a risk. This diligence includes (but is not limited to) questions on pay, employment practices and contracts.

### **Risk assessment**

Based upon the services we provide, we have deemed that the risk of slavery within our business is low. As outlined above, the Group have a number of policies which enable us to mitigate the risk of slavery within our business, and the Group shall continue to ensure that the risk remains minimal.

With our suppliers, a great deal of our suppliers are deemed to be low risk as they provide services within low risk sectors and are based in the UK. However, the Group intend to undertake a risk assessment of our suppliers, based upon factors such as their employment practices, location, industry sector and our reliance on this supplier as a business. We intend that all suppliers will be categorised and set against the above criteria.

The Group recognises that imported goods from sources outside of the UK and EU are potentially more susceptible to slavery & human trafficking risks. The level of management control required for these sources will be continually monitored.

The Group will continually review the risk of slavery within our business and supply chain and make any necessary changes to our practices if required.

### **Monitoring**

Risks and incidents relating to Modern Slavery are monitored by exception through existing controls within the Whistleblowing Policy, Supplier Management Framework & Code of Business Ethics. Any Modern Slavery risks and issues will be escalated the reviewed as part of the Modern Slavery risk assessment.

**Training for staff**

All associated policies are available on the Group intranet, are reviewed periodically and all staff must adhere to these policies.

This statement will be reviewed annually and published. A full copy of this statement and a link to the Modern Slavery Act 2015 will be accessible to all employees on the Intranet.

The Legal and Compliance department are registered with 'Stronger Together', and will periodically review their training materials and resources in order to assess the risk to our Group and roll out training when appropriate.

**This Modern Slavery Statement has been approved by the Board of Directors of ExamWorks UK Limited on 21<sup>st</sup> February and has been amended to reflect changes in corporate Group structure 10th December 2020**

**Signed on behalf of the Group**



Mike Cutler  
Group Managing Director  
Next review: February 2021