

## **Fitmate Coach - Modern Day Slavery and Human Trafficking Statement**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Fitmate Coach has taken, and is continuing to take, to ensure that slavery and human trafficking are not taking place within our business or supply chain.

### **a. Organisation Structure, Business, and Supply Chains**

Fitmate Coach is a telehealth company providing remote healthcare and coaching services. We operate in the UK, US, and internationally via digital platforms.

Our Business Model: 100% telehealth delivery with no physical clinics or facilities.

Our Supply Chain: Is limited and primarily consists of technology providers (cloud platforms, software tools), professional services (consultants, legal, and financial), and home-office equipment providers for staff. Given the nature of our operations, we consider our exposure to risks of modern slavery and human trafficking to be low.

### **b. Policies in Relation to Slavery and Human Trafficking**

Fitmate Coach is committed to acting ethically and with integrity in all our business relationships. We have adopted the following policies: Modern Slavery and Human trafficking Policy Supplier Code of Conduct requiring compliance with labour, human rights, and ethical business standards. Whistleblowing Policy to encourage staff and suppliers to report concerns without fear of retaliation.

### **c. Due Diligence Processes**

To identify and mitigate risks of slavery and human trafficking, we: Conduct due diligence on suppliers, including checks on their modern slavery statements (where required by law). These can include anti-slavery and ethical compliance clauses in supplier contracts. Review suppliers periodically to ensure continued compliance.

### **d. Risk Assessment and Management**

While our risk exposure is low due to the nature of our operations, we have identified potential risks in: Technology supply chains (hardware manufacturing, data centre operations). Third-party service providers in jurisdictions with weaker labour laws. Steps taken to assess and manage these risks include: Working only with established and reputable suppliers. Requiring evidence of suppliers' own modern slavery policies/statements. Ongoing monitoring of suppliers operating in higher-risk regions.

### **e. Measuring Effectiveness**

We monitor the effectiveness of our approach using the following performance indicators: 100% of suppliers reviewed against our Supplier Code of Conduct. No reported incidents of modern slavery or human trafficking within our operations or supply chain. Annual review and approval of this statement by senior leadership.

#### **f. Training and Capacity Building**

Fitmate Coach provides training to staff to ensure awareness of the risks of modern slavery and human trafficking: Induction training on ethical business practices and modern slavery risks. Annual refresher training for all staff. Specialised training for staff involved in supplier management and procurement.

#### **Approval**

This statement has been approved by the senior leadership team of Fitmate Coach and will be reviewed annually.

This Modern Slavery and Human Trafficking Statement has been prepared in compliance with Section 54 of the Modern Slavery Act 2015. It is intended to be published on Fitmate Coach's website and reviewed annually.