

MODERN SLAVERY STATEMENT

2025/26



This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the objectives TAC Healthcare Ltd (TAC) has identified for 2025/26 and our commitment to help prevent modern slavery and human trafficking in our business and supply chains.

Introduction

TAC is aware that forced labour and human trafficking (Modern Slavery) is a rising global issue and recognises it is the responsibility of every person to be alert to the risks and report concerns appropriately.

Whilst TAC is not legally required to make this statement, we do so willingly to show our full commitment to helping prevent Modern Slavery in any part of our business including our supply chains.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes the slavery and human trafficking statement bringing us in line to reflect our new financial year ending 30 September 2025. This statement covers our current and planned activities for ensuring that all parts our supply chain comply with the Modern Slavery Act.

Our Business

TAC is a UK-wide health care provider that has its head office in Scotland. The four elements to the services we offer are:

- I. Occupational Health Services
- II. Employee Assistance Programme
- III. Assistance and Support
- IV. Private health care and diagnostic

We have around 600 core staff and our staff are not in any category which is generally seen to be vulnerable to modern slavery in this country. We do however have policies and processes in place to protect all our staff and our clients.

Our five key principles that underpin the definition of Good Work:

1. Satisfaction.
2. Fair pay.
3. Participation and progression.
4. Well-being, safety and security.
5. Voice and autonomy (freedom to work in a way that suits the individual).

Policies

TAC has several policies that aim to minimise the risk of modern slavery in our supply chain. These include:

- Procurement Policy
- Speak Up Have Your Say
- Whistleblowing Policy
- Human Rights Policy Statement
- Environmental Policy Statement
- Anti-Bribery and Corruption Policy
- Health and Safety Policy

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Our Supply Chain

TAC is committed to continuously improving our practices to allow us to act ethically and with integrity in all our business relationships. To that end we want to make sure that there is transparency and accountability in our supply chain and are continuing the process of Mapping our Supply Chain to better understand where the products we buy come from, how they are produced and by whom.

This should help us identify and eliminate any prospect of slavery and human trafficking in our business and supply chains and to only work with those suppliers who respect the same principles as us and who support Social Values and Sustainability.

Due Diligence

At present we do not believe we have any suppliers who present high modern slavery risks, but we remain vigilant and will continue working towards mapping our Supply Chain to help identify, understand and manage potential risks.

TAC has an Approved Suppliers List and all suppliers must complete relevant paperwork to be eligible. Should a supplier fail to provide the information requested, or to meet our Quality Expectations, we will take appropriate action; this may include not entering into a relationship or terminating the relationship with the supplier concerned.

Raising Awareness

All TAC staff to undertake annual mandatory training to encourage them to be alert.

Looking Ahead

Over the course of this financial year, we will continue to enhance our procedures to help us identify, prevent, and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.

We will

- Build on the skills of our Procurement Team Introduce Modern Slavery training for all staff involved in purchasing supplies
- Map the supply chain to assess potential risks.

Approval

This statement has been formally approved by the Directors of TAC Healthcare Ltd on their behalf.

A handwritten signature in black ink, appearing to read "Steve Wilcock".

Mr Steve Wilcock

Chief Operating Officer

11 August 2025