MODERN SLAVERY STATEMENT

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

Introduction

TAC Healthcare is aware that forced labour and human trafficking (modern slavery) are global issues and recognises that everyone has a responsibility to remain alert to the risks and to report any concerns appropriately.

Although TAC Healthcare Ltd is not currently required to publish a statement under Section 54 of the Modern Slavery Act 2015, we voluntarily produce this Modern Slavery and Human Trafficking Statement to demonstrate our commitment to preventing modern slavery, forced labour and human trafficking within our business and supply chains. This statement outlines the measures we have in place and the actions we continue to take to uphold ethical and responsible business practices.

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, whilst the risk of modern slavery within our directly employed workforce is considered low, TAC Healthcare recognises that vulnerability can exist across all sectors and remains committed to safeguarding employees, contractors and workers from exploitation.

TAC Healthcare has policies and processes in place to protect our employees, contractors, clients and other stakeholders from exploitation and unethical practices.

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

Our Supply Chain

TAC Healthcare 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 TAC Healthcare continue development of its supplier due diligence framework, including supplier approval requirements and monitoring of supplier compliance with ethical and legal obligations.

This should help us identify, assess and mitigate the risk 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

TAC Healthcare assesses suppliers through its supplier approval process and considers factors such as geographical location, sector, labour practices and compliance with legal requirements. No known incidents or significant concerns relating to modern slavery have been identified within our operations or approved supply chain.

TAC Healthcare remain vigilant and will continue working towards mapping our Supply Chain to help identify, understand and manage potential risks.

TAC Healthcare 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.

Governance

Responsibility for implementing and monitoring compliance with this statement sits with the Executive Leadership Team. The Quality, Health, Safety and Environmental function supports oversight of supplier compliance and periodic review of associated risks.

Raising Awareness

All employees undertake annual mandatory training covering safeguarding, ethical conduct, speaking up, and recognising indicators of modern slavery and exploitation. Completion rates are monitored through the organisation's learning management processes**.**

Looking Ahead

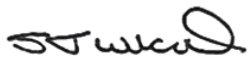
TAC Healthcare will continue to enhance our procedures to help us identify, prevent, and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.

We will

- Build the capability of the Procurement Team in identifying and managing modern slavery risks
- Deliver modern slavery awareness training to employees involved in procurement and supplier management
- Review supplier approval documentation to strengthen modern slavery controls
- Continue to review and monitor supplier compliance through supplier approval and contract management processes.

Approval

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



Mr Steve Wilcock

Chief Operating Officer

20th October 2026