



Slavery & Human Trafficking Statement

2025

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1. THE ORGANISATION AND SUPPLY CHAIN

VectorCare Inc is a digital health organisation that delivers a cloud-based Patient Logistics Platform. The platform is designed to simplify and optimise the coordination of healthcare services, including non-emergency patient transport, home-based care, and medical equipment delivery.

VectorCare Inc is headquartered in the United States, where its executive leadership and corporate governance functions are based. The company operates across 21 states in the United States. Through a configurable, no-code workflow platform, VectorCare Inc supports health systems, payers, and care providers in managing complex and integrated patient pathways. Its regional teams support operations in international markets.

VectorCare Inc works in close collaboration with VectorCare Solutions (UK), which acts as the primary provider of technology and infrastructure services. Platform development, hosting, and product support are delivered by VectorCare Inc, which complies with recognised regulatory and security standards, including SOC 2 and HIPAA.

2. DEFINITION AND POLICY STATEMENT

2.1 Definition

Modern slavery is a grave violation of fundamental human rights and a serious criminal offence. It includes slavery, servitude, forced or compulsory labour, and human trafficking. These practices involve the exploitation of individuals through the removal of their personal freedoms for personal or commercial benefit.

2.2 Policy Statement

VectorCare Inc adopts a zero-tolerance approach to all forms of modern slavery. We are committed to operating with integrity, transparency, and ethical standards across all aspects of our business. We have implemented appropriate systems, policies, and controls to prevent modern slavery within our operations and business relationships.

Our internal and external policies ensure the following:

- ❖ Compliance with applicable local, national, and international laws
- ❖ Freedom of movement, association, and lawful termination of employment for all employees
- ❖ Prohibition of child labour, discrimination, violence, harassment, intimidation, forced labour, compulsory overtime, recruitment fees, and the confiscation of identity documents
- ❖ Access to confidential reporting mechanisms and appropriate remedies, including compensation and justice where violations occur

3. SUPPLY CHAIN

VectorCare Inc extends its commitment to preventing modern slavery throughout its supply chain. We require all suppliers, contractors, and business partners to meet the same ethical and legal standards. These expectations are clearly communicated during onboarding and are a condition of doing business with VectorCare Inc.

3.1 High Risk Incidences and Due Diligence

We are committed to protecting human rights and eliminating the risk of modern slavery and human trafficking within our supply chain. A risk-based due diligence framework is used to identify and manage potential high-risk areas. This includes:

- ❖ Risk assessments
- ❖ Supplier and partner screening
- ❖ Audits and inspections where appropriate
- ❖ Training and awareness initiatives

These measures enable us to proactively identify, assess, and mitigate risks, ensuring our supply chain remains ethical and compliant.

4. Key Performance Indicators (KPI's)

The following KPIs are applied across the organisation to monitor effectiveness:

Policies:

Annual review of Modern Slavery and Human Trafficking policies

Target - 100%

Risk Assessments:

High-risk suppliers, contractors, and partners assessed within the last 12 months

Target: 100%

Due Diligence:

Completion of modern slavery due diligence checks for new and existing suppliers, contractors, and partners

Target: 100%

Training:

Employees trained in modern slavery awareness and reporting procedures

Target: 100%

5. RESPONSIBILITY FOR THE POLICY

Responsibility Level	Who?	Responsibility
Ultimate Responsibility	VectorCare Inc Board of Directors	❖ Ensuring policy enforcement across employees, contractors, suppliers, and business partners
Day-to-Day Responsibility	Group Compliance Officer	❖ Drafting and maintaining policies ❖ Implementing policies across the organisation and supply chain ❖ Monitoring ❖ Risk assessment

		<ul style="list-style-type: none"> ❖ Auditing ❖ Reporting ❖ Investigation of concerns
Operational Responsibility	Line Managers	<ul style="list-style-type: none"> ❖ Delivering training and awareness ❖ Ensuring implementation within their respective teams

6. COMPLIANCE WITH THE POLICY

All permanent, casual, and contracted employees, as well as individuals acting on behalf of VectorCare Inc, are required to comply with this policy. This includes responsibility for preventing, identifying, and reporting any suspected breaches internationally.

All personnel are encouraged to report concerns or suspicions related to modern slavery within the organisation or its supply chain. Reports should be made promptly to:

Full Name: Matt Tyler

Title: Compliance Officer

Email: modernslavery@vectorcare.com

Anyone who raises a concern in good faith will be protected from retaliation, victimisation, or any form of detrimental treatment, even if the concern is later found to be unfounded.

7. BREACH OF THE POLICY

Any employee found to have breached this policy may be subject to disciplinary action, including dismissal for gross misconduct.

Where a contractor, supplier, or business partner is found to be involved in modern slavery or human trafficking practices, VectorCare Inc will terminate the business relationship immediately.

8. TRAINING AND COMMUNICATION

VectorCare Inc ensures that this policy is communicated annually to all employees and is included as part of induction materials for new permanent, casual, and contracted staff.

All suppliers, contractors, and business partners are informed of these requirements during onboarding and receive ongoing communication and training on an annual basis.

Slavery & Human Trafficking Statement approved by:	
Signature:	<i>David Emanuel</i>
Full Name:	David Emanuel
Position:	CEO
Year:	2025

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