

# Modern Slavery Statement

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For the year ended 31st March 2024

## 1. Introduction

This statement sets out the Healix Group of Companies' actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 April 2023 to 31 March 2024.

## 2. Organisational structure and supply chains

This statement covers the activities of all companies within the Healix Group which includes the provision of international medical assistance, travel assistance, travel claims management, third party medical claims, medical trust administration, medical screening services, global risk management and security assistance services, insurance broking services, managing general underwriting insurance and systems development related to any of these services.

Our clients include corporates, NGOs, government bodies and insurers across the globe.

We have operational offices in the UK, South Africa, Singapore, New Zealand and Canada with sales offices in the USA.

Our supply chain includes a global network of medical and security services providers, air and ground ambulance providers, travel agencies, local agents, underwriters and typical business suppliers such as office equipment and stationery suppliers, computer system developers, design & marketing agencies, photo libraries etc.

## 3. Subcontractor Management

Operating within the healthcare and security assistance sector, although this is not an industry that represents a high risk of modern slavery (such as labour exploitation or financial exploitation) the Group has business interests worldwide with support from suppliers across different industries and recognises the responsibility of taking a robust approach against modern slavery and to ensuring that our supply chains are free from slavery and human trafficking.

The Group's Subcontractor management programme includes due diligence and ongoing monitoring of Subcontractors and their processes and procedures which supports the group's commitment to ensuring that its Subcontractors adhere to the highest standards of ethics.

Subcontractors are required to demonstrate that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour.

- **Risk assessments and due diligence:** the procurement process incorporates due diligence the results of which are risk assessed to help determine Subcontractor suitability, which forms part of the general procedure to authorise Subcontractors who provide services to a company within the Healix Group.
- **Audit and monitoring:** requires support from managers and staff who are working with the supply chain day to day, together with regular reviews, based on the risk assessment results.

## 4. Responsibility

Responsibility for the Group's anti-slavery initiatives rests with the Board of Directors, requiring support from all employees and workers within the Group. The Board has approved and implemented a number of regularly reviewed policies including:

- Modern Slavery Policy which explains what modern slavery is, how it can arise and what employees can do and who to report to if there are issues that are a concern
- Whistleblowing Policy which encourages employees to report suspected wrongdoing including the reporting of concerns relating to modern slavery
- Employee policies on codes of conduct which support the overall ethos of the company to operate with integrity and include policies on: anti-bribery, anti-money laundering, fraud prevention, equality in employment and CSR policies

## 5. Training and Awareness

Training on the Group policy, which has been published as part of the awareness programme, and the risks the business faces from modern slavery in its supply chains, is provided as part of the company induction process for all employees and on an annual basis as part of the overall Compliance training and awareness.

## 6. Development

The Organisation recognises the need to continually review its processes and procedures and will implement changes and improvements where gaps and issues have been identified to help ensure the high standards expected of its employees are replicated throughout the supply chain.

## 7. Board Approval

This statement has been approved for the Healix Group of Companies, by the Board of Directors for Healix Companies who will review and update this statement annually.

Signed: Charlie Butcher, Director

