



MIBA HEALTH LTD

Statement of Compliance with the Modern Slavery Act

Introduction from The Board of Directors

MIBA Health is committed to ensuring that exploitation with regards to any form of Slavery or Human Trafficking is eliminated from society and although we have adopted responsible and ethical practices throughout our business we have also made a conscious commitment to ensuring that all aspects of our business including the wider supply chains are investigated fully to address previously unidentified concerns with respect to the requirements of the Modern Slavery Act 2015.

Organisation Structure

MIBA Health consists of a private limited company, trading as MIBA Health, and also MibaCare, for the Enable My Life Homecare Services, engaged in providing healthcare services in reproductive health, ultrasound screening, personal care and GP online appointment services. This corporate statement of compliance is valid and effective across MIBA Health business operations and delivery of all services.

MIBA Health operates inside the United Kingdom and launched with live services from February 2017.

Our Business

MIBA Health is organized into four principal business areas: Gynaecology & Women's Health, Ultrasound Scans, Home Care and Remote Doctor Consultations.

Our Supply Chains

Our supply chains include the sourcing of medical supplies from wholesalers and contracting with qualified healthcare professionals and clinical organisations to deliver different aspects of our services.

Our Policy on Slavery and Human Trafficking

MIBA Health is committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business. Our Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or in our supply chain.

Managing Risks on Slavery & Human Trafficking

The steps that have been taken since obtaining our CQC registration to ensure that slavery and human trafficking is not taking place in any of our supply chains or in any part of our business are:



1. We have undertaken a full risk assessment of our business and supply chains to identify any potential areas of non-compliance or exposure.
2. We have included the responsibilities in the Registered Manager's role to verify that adequate controls are in place and enforced.
3. We have policies and procedures in place to ensure that MIBA Health operates strict recruitment, selection and employment checks and processes with fair, ethical, and non-discriminatory employee and staff practices regulated by our HR department.
4. We have verified that all MIBA Health employees are eligible to work within their region of employment and that they are paid standardised wage rates and benefits with full access to grievance procedures.
5. We have clearly communicated our expectations of professional business behaviour, with regards to national and international supply chains, and we have indicated that we expect our suppliers to have suitable anti-slavery and human trafficking policies with process in place and effective.
6. We have commenced the process of obtaining confirmation of compliance to the requirements of the Modern Slavery Act 2015 from all suppliers, contractors and subcontractors including confirmations that they can find no evidence of concerns within their business or supply chains.

Supplier Adherence to Our Values

MIBA Health does not tolerate slavery and human trafficking. We expect all parties in our supply chain to comply with our values. We have also commenced the process of actively seeking confirmation from our supply chain in the UK that they comply with local labour laws and regulations. We are in the process of creating our terms and conditions of supply within the supply chains with the planned completion of these contracts with all new business partners and suppliers during 2017.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are creating a training programme for our staff.

The Board of Directors understand their responsibilities and every employee will receive instructions and guidance during their induction training to fully understand their responsibility to be alert to the risks in our business and in the wider supply chains. Employees will be instructed that they are expected to report concerns with management being tasked with the expectation of the Board of Directors that they are expected to act upon any reported concerns.

We will be putting in place appropriate reporting processes to encourage ease of reporting concerns and to ensure the protection of whistle blowers.

Endorsement

This Statement is made in compliance with to section 54(1) of the Modern Slavery Act 2015 and constitutes MIBA Health's slavery and human trafficking statement. The Statement was approved by the Board of Directors on 22nd November 2016.