

InHealth Group Limited

Statement pursuant to section 54 of the Modern Slavery Act 2015

Our Business

The companies in the InHealth Group (InHealth Group Limited and all of its subsidiaries) provide healthcare services and solutions to the NHS and the private sector. We have 3429 employees and almost all of our business is conducted in the United Kingdom with a minimal amount taking place in the European Economic Area and the Rest of the World. We assess the risk of modern slavery or human trafficking playing a part in our business as very low.

Our Policies

We are fully aware of our responsibilities to our service users and have zero tolerance towards acts of human trafficking and modern slavery which are unlawful or are a violation of fundamental human rights. We expect all of our staff to be alert for and report any concerns they have about slavery and human trafficking; we are also committed to maintaining a culture in which our staff are encouraged to, and know how to, speak up about a concern.

Modern slavery is recognised as a safeguarding concern, and staff are trained to identify potential indicators in patients as well as within the workforce and supply chain. Healthcare settings can be a key point of identification for individuals who may be experiencing exploitation.

By way of reinforcement, we have developed an Anti-Slavery Policy and a Freedom to Speak Up Policy, through which staff are able to raise concerns confidentially.

We also recognise that individuals affected by modern slavery are often among the most vulnerable and underserved, and this acknowledgement strengthens our broader commitment to equitable care.

Risks and Mitigation

We have assessed the risk of modern slavery or human trafficking within the business and its supply chains as being low. This is considered low within our direct workforce, with higher inherent risks recognised in global supply chains. Despite the overall low risk, we recognise that the highest potential exposure lies within our supply chain—particularly in cleaning services, garment (including uniforms) manufacturers and medical consumables manufacturers, reflecting known sector-wide vulnerabilities in the global manufacture of these products.

We have implemented a range of measures that are proportionate to the risks faced, such as:

- Undertaking appropriate pre-employment checks on all our employees and requiring all agencies we use to do the same;
- Applying fair and balanced employment practices, which comply with all laws and regulations and respect our employees' right to private life;

- Purchasing many products from UK organisations who are subject to the Modern Slavery Act 2015;
- Looking for long-term relationships with suppliers and taking care only to select suppliers which we understand operate ethical employment practices;
- Requiring that all new and existing suppliers sign our Supplier Code of Conduct, which confirms compliance with the Modern Slavery Act 2015, and complete our Modern Slavery Questionnaire;
- Upholding professional codes of conduct and practice relating to procurement and supply, underpinned by the InHealth Group procurement team's membership of the Chartered Institute of Procurement and Supply; and
- Monitoring legislative updates.

Due Diligence & Measuring Effectiveness

- We have implemented a Procurement Policy under which approved suppliers are subject to evaluation and pre-qualification. Supplier management processes, including review meetings and oversight, are carried out as appropriate and proportionate to the relationship with relevant suppliers.
- We have clear and advertised whistle-blowing procedures which apply to our own business through which staff members may raise concerns in relation to slavery and human trafficking.
- To enhance transparency and measure the effectiveness of our approach, we plan to introduce Key Performance Indicators (KPIs) focused on preventing modern slavery within our supply chain. These KPIs will enable us to assess supplier compliance with our standards and strengthen the robustness of our due diligence processes. Our KPIs will focus on 1) supplier compliance with anti-slavery requirements and 2) due diligence on our top and highest risk suppliers, such as those providing medical consumables, as referred to above. These KPIs will support our commitment to continuous improvement and provide a focused and proportionate framework for monitoring the impact of our actions year on year.

Training

Relevant staff (e.g. staff in Legal and Procurement teams) receive modern slavery training as relevant to their role and all staff have access to an overview of modern slavery indicators as part of adult safeguarding training. This includes clarification that frontline clinical and operational staff receive awareness through safeguarding training, supporting identification across both patient-facing and organisational contexts.

The Last Financial Year

Within the last financial year (ending 30 September 2025), the InHealth Group has continued to send with its Supplier Code of Conduct a Modern Slavery Questionnaire to be completed and signed by a senior employee at each recipient supplier. We have also re-assessed our business using the gov.uk

Modern Slavery Assessment Tool and achieved an improved score compared with our previous assessment.

Board Approval

This statement was approved by the Board of Directors of InHealth Group Limited on 27th March 2026.

A handwritten signature in black ink, appearing to read "Richard Bradford".

Richard Bradford
Chairman