



*Caring is our passion... Compassion is our belief...*

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NOA Healthcare Ltd., Margaret Powell House, 417 Midsummer Boulevard, Milton Keynes, MK9 3BN  
Tel: 020 3130 1773 • www.noahealthcare.co.uk • Email: info@noahealthcare.co.uk

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## Modern Slavery Policy

### NOA Policy 51

1. NOA Healthcare is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. NOA Healthcare is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. NOA Healthcare provides appropriate training and awareness information for all of its staff. In particular:
  - Our senior management team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
  - Our recruitment team undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
  - All our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have directly to the Directors.
5. Reports surrounding these issues are taken extremely seriously by Directors, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
  - Working with the appropriate organisations to improve standards,
  - Removing that organisation from our preferred supplier list,
  - Passing details to appropriate law enforcement bodies.
6. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:
  - The effectiveness of enforcement against suppliers who breach policies,
  - The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
  - The level of modern slavery training and awareness amongst our staff.

This policy was adopted on 07/06/2022 after being agreed by our board of Directors. It is reviewed periodically.

**Information and guidance:**

Information and guidance regarding the Modern Slavery can be found on the below link:

<https://www.gov.uk/government/publications/modern-slavery-training-resource-page/modern-slavery-training-resource-page#home-office-guide-raising-awareness-of-modern-slavery>

**Policy Origin**

In House Policy.

**References**

REC policy

**Review Date.**

12 months after verification.

**Quality Assurance Reference**

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