

Modern Slavery Statement

Organisation

This statement applies to North Group (referred to in this statement as 'the Organisation').

Organisational Structure

The organisation consists of one centralised address based at Wynyard Park Business Village, Wynyard Park, Teesside, TS22 5TB.

We have over 40 employees and operate in the UK. Our staff are largely directly employed and are not in any category which is generally seen to be vulnerable to modern slavery in this country. The organisation is divided into three divisions and split over two office buildings of which all employees work. The organisation is controlled by CEO and a board of directors, to which a team of senior managers report into.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Supply Chains

In order to fulfil its activities, the main supply chains of the Organisation include those related to the supply of laboratory materials from various suppliers in both the UK, Europe & United States. Logistical products associated with the dispatching of general specimen collection kits (GMDN65196).

We understand that the Organisation's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

Potential Exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist would be to employ and sponsor overseas applicants without thorough right to work checks.

Not sticking to the approved supplier list that have been checked.

In general, the Organisation considers its exposure to slavery/human trafficking to be limited. It has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation will take the following steps to ensure that modern slavery is not taking place by:

- Reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- Putting measures in place to identify and assess the potential risks in its supply chains
- Undertaking impact assessments of its services upon potential instances of slavery
- Training and awareness - online training to be annually rolled out to all those staff in roles that will work with external suppliers
- Briefing all new employees on our modern slavery act through our induction processes

Future Steps

The Organisation will set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

- Monitor and continue to deliver supply chain risk and modern slavery online training across the business to budget holders and relevant employees.
- Review & renew Modern Slavery Statement annually, making sure this is visible on the company website.

Policies

The organisation has appropriate policies in place that underpin commitment to ensure that there is no modern slavery or human trafficking in supply chains or in any part of the business which are continuously reviewed and updated.

These include:

- Whistleblowing policy
- Pre-employment checks
- Anti-Slavery and Human Trafficking Policy
- Sustainable Procurement Policy
- Supplier code of conduct

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.