

Nottingham Rehab Ltd – Slavery & Human Trafficking Statement

Nottingham Rehab Ltd (trading as NRS Healthcare) employs 1400 people across multiple sites in the UK. We provide clinically led services that enables people to live independently at home in safety and with dignity. We also manufacturer and directly distribute products to professionals and private individuals, through retailers and our own website.



INTEGRATED
COMMUNITY
EQUIPMENT
SERVICES
(ICES)



TECHNOLOGY
ENABLED CARE
SERVICES
(TECS)



CLINICAL
SERVICES



WHEELCHAIR
SERVICES



SUPPLY OF
PRODUCTS AND
SERVICES



DAILY LIVING
AIDS THROUGH
OUR RETAIL SITE

Our Policies

Through our policies we are committed to eliminating risk of slavery and human trafficking within our business and supply chain activities.

Supply Chain

We use suppliers based throughout the world – primarily UK, Europe, China and North America. We have an extensive supply chain and continually source goods from a wide range of suppliers, subcontractors and partners each of whom have their own associated entities.

- Code of Business Conduct/Code of Ethics
 - Employment is freely chosen
 - Elimination of forced and compulsory labour
 - Abolition of child labour
 - Working conditions are safe and hygienic
 - Elimination of discrimination in respect of employment and occupation
 - Freedom of associative and collective bargaining
 - Wages are paid in accordance with local regulations
 - Working hours are not excessive
 - No physical or inhumane treatment is permitted
- Recruitment Policy
 - We resource our labour directly through job sites or through a preferred supplier list of recruitment agencies. We will only engage with recruitment agencies who demonstrate a commitment towards anti-slavery and the prevention of human trafficking.
- Whistleblowing Policy and Procedure
 - Our whistleblowing policy enables colleagues to confidentially report genuine concerns regarding serious malpractice in our supply chains or business activities. Any reported cases are directed to our Head of Human Resources and will be investigated and resolved promptly.

Our due diligence

We recognise the importance of visibility and transparency within our supply chain to protect those within it from potential abuse and exploitation. To this end we take great care in selecting the companies who supply product to us.

All potential and current suppliers are made fully aware of our requirements through receipt of our Supplier Trading Manual. Suppliers are expected to conform with the requirements therein. We give support and guidance to suppliers in achieving these requirements.

Our suppliers are visited and audited by our Far East agent(s) to ensure compliance with these requirements. This is an ongoing KPI to ensure compliance is continually monitored. We have a close knowledge of key suppliers with whom we have long standing relationships. A number of factories have also been independently audited by TUV (an independent test house and auditor) against the SMETA (Sedex Member Ethical Trade Audit).

Despite Covid19 restrictions over the past 24 months, NRS colleagues or our agents have visited and checked all 45 sites over the past 12 months.

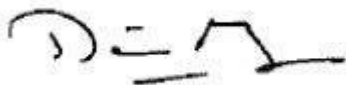
As Covid19 restrictions are lifting we have resumed our supplier audits. Moreover, we are not only reiterating our commitment to eliminating slavery and human trafficking with our suppliers, but require them to give additional and specific confirmation that they are following appropriate working practices.

Any contraventions are fully investigated and appropriate action taken with the supplier including removing business. Any concerns regarding our Supply Chain, from colleagues or customers or any interested party, can be raised through our website or reported to our whistleblowing service where they will be thoroughly investigated.

NRS Healthcare reviews the effectiveness of its policies and procedures in the supply chain at least annually, including audits by our own visiting colleagues and will publish updates as requirements develop.

Appropriate colleagues (involved in the supply chain) are made aware of these requirements upon joining NRS Healthcare and when required by any updates and changes.

This statement is made to comply with Section 54 (1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending March 2025.



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David Myers
CEO

Nottingham Rehab Ltd