



## **Modern Slavery Statement 2024**

At Islington GP Federation, we are committed to ensuring the highest standards of ethical practice and integrity in all our operations. Our dedication extends to the prevention of modern slavery and human trafficking in both our direct activities and our wider supply chains. This statement outlines our ongoing efforts and reflects our commitment to acting ethically and with integrity in all our business relationships.

### **Organisational Structure and Operations**

Islington GP Federation, based in Unit 16-18, 8 Hornsey Street, London N7 8EG, serves the Islington community by ensuring accessible and effective primary healthcare. Our operations are closely aligned with our partners, including local healthcare trusts, social care organisations, local council and primary care colleagues. Our supply chains are essential in supporting these services and include partnerships with various healthcare providers and suppliers. Understanding the complexity of these relationships is key to identifying and addressing potential risks related to modern slavery and human trafficking.

### **Our Position**

We consider that modern slavery and human trafficking are completely unacceptable whether they are in our supply chain or any other part of our business, and the communities where we work. We regularly review our policies and procedures to ensure we have effective systems which lessen the risk of modern slavery and human trafficking taking place anywhere in our supply chains.

We encourage and require our suppliers to proactively manage the risk of modern slavery in their own supply chains.

### **Due Diligence Processes**

Recognising the importance of vigilance, we implement robust due diligence processes to identify and mitigate the risk of modern slavery and human trafficking in our operations and supply chains. This includes ensuring all of our employees and key supply chain members support the following four pillars:

1. Endorsing and promoting our values: The Courage to Question, Evolve and Be Human.

2. Monitoring: Conditions for workers on our premises.
3. Improvement: Supporting our suppliers to improve compliance where opportunities are identified.
4. Transparency: Being open and honest with our suppliers and each other.

We continually monitor our practices to ensure compliance and to foster an environment of transparency and responsibility throughout our organisation and among our partners.

### **Training and Awareness**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide mandatory training to all our new starters and an annual refresher for existing staff.

Our frontline teams are also trained to an appropriate level in Safeguarding for their role, and this training which is completed annually includes material on identifying the signs of modern slavery and human trafficking among the people who use the services we deliver. We also ensure this Modern Slavery Statement is communicated Company-wide through Line Management.

### **Conclusion and Approval**

We are committed to monitor (from Board to frontline level) both internal compliance and the compliance of our suppliers in relation to all indicators of Modern Slavery and Forced Labour as described by the International Labour Organisation (ILO). Where any concerns are raised these are reported to appropriate Line Manager, our Network and Infrastructure Manager and our Human resources department and remedial plans are put in place. Within the period, we have continued to enhance our supplier risk assessment to better identify suppliers at risk of modern slavery. We have also introduced an annual refresher of Modern Slavery training for existing staff. We have not found any indicators of forced labour within our organisation or supply chain. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2024.

Signature:



By whom: Mike Clowes, CEO

Date: 22<sup>nd</sup> January 2024