



## Modern Slavery Policy

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<b>Policy Approved by:</b>	Scott Elwell
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<b>Review Date:</b>	25/03/2027
<b>Document Owner (Author):</b>	Sue Daniels

The signing of this policy represents my commitment on behalf of the Company.

Signature of Chief Executive Officer:

***Arun Chauhan***

Date: 23/03/2026

## Version Control and Summary of Changes

<b>Version Number</b>	<b>Date</b>	<b>Comments (details of changes)</b>
1.1	29/04/24	Initial Creation
1.2	03/04/25	Checked for accuracy
1.3	23/03/26	Updated and added appendix 1
1.4	24/03/26	Updated further

This policy can be provided in large print or Braille if requested. This document is used by all services owned and operated by Vital Radiology Services Ltd.

## **Purpose**

The purpose of this policy is to set out the intentions and key tools that Vital Radiology Services will use. It is published in accordance with section 54(2) of the Modern Slavery Act 2015 and the Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Vital Radiology Services recognises that this is a global and growing issue which exists in all economies and business sectors. We have a zero-tolerance approach to any form of modern slavery and are committed to acting ethically and with integrity. We aim to put effective systems and controls in place to prevent any form of modern slavery taking place within our business and supply chains.

## **Owners**

All Vital Radiology Services employees will be aware of and work within this policy. The Chief Technical Officer will take lead responsibility for deployment of this policy. The Governance Lead will send to all Vital Radiology Services' Suppliers and ask them to complete the declaration in Appendix 1.

## **Intent**

As a leading provider of Teleradiology Services, we deliver radiologist services 24/7 reporting imaging services for our clients.

We will strive to ensure that our services are delivered:

1. Lawfully, through fair and honest dealing
2. By providers and suppliers who employ adult workers who are properly paid and treated with respect
3. In sites where there are decent working conditions
4. Where any negative impact on the environment is minimised
5. By suppliers who share our commitment In ensuring that modern slavery and human trafficking does not take place in any part of our business or supply chain. We continue to mitigate the supply chain risk by strengthening our supply chain practices. We will not support or engage suppliers where we are aware of slavery or human trafficking in either their business or supply chains.

## **Tools**

Key tools we will use include:

1. Sourcing selection criteria that reflects this policy.
2. Completion of a "right to work check" as part of our Associate recruitment process
3. We provide training to staff and associates on how to identify signs of modern slavery, how to report concerns, and the responsibilities set out under the Modern Slavery Act 2015. This training is refreshed annually and updated to reflect emerging risks.
4. Review the policy and reinforce the principles to all Associates at least annually.
5. Alerting the CEO/Chief Technical Officer to any instances and concerns as soon as they are recognised.
6. Taking appropriate actions to address any instances and concerns raised. If an employee has a serious concern relating to the operation of the business, we have a Whistleblowing Policy in place that enable that person to confidentially raise their concerns.
7. Carry out annual Supplier Audits to identify that Suppliers have Modern Slavery Policies in place.

## **Review and Updates**

This policy will be reviewed every 12 months as a minimum.

**Appendix 1** - Annual declaration of commitment to Modern Slavery Policy

All suppliers are required to declare an understanding of Vital's Modern Slavery Policy and commit to adherence to the policy.

Declaration of commitment to Modern Slavery Policy

To: Dr Arun Chauhan, CEO, Vital Radiology Services

I hereby declare that:

- I have read and understood the Modern Slavery Policy of Vital Radiology Services
- I will work to ensure that I adhere to this policy, ethically and with integrity

Company Name:

Signature:

Name:

Role/position:

Date:

Please return your completed declaration via email to: [sue.daniels@vitalrad.co.uk](mailto:sue.daniels@vitalrad.co.uk)