

About MEDICA

MEDICA Group is the market leader in the provision of Teleradiology services to the NHS and private health care providers. Teleradiology is the remote electronic transmission of radiological patient images, including plain film (x-rays), CT scans and MRI scans, from one location to another for the purposes of diagnostic interpretation and reporting.

MEDICA has developed a bespoke, secure platform that provides market-leading linkage between a hospital's Radiology Information System (RIS) and consultant radiologists who contract with us. Direct RIS access ensures that where the wider patient medical history is available, it can be reviewed by the consultant as part of every report.

Our Supply Chain

Medica contracts with consultant radiologists to perform remote-access teleradiology in the UK and overseas. Our product, the medical report, is provided directly to the client's RIS by consultant radiologists, each performing as an individual supplier.

To run our business, MEDICA sources goods and services either directly or through recognised distribution and reseller channels. Respecting human rights and environmental issues in the supply chain is ultimately MEDICA's responsibility. As we do not have control of the downward supply chain MEDICA applies due diligence to the selection of suppliers from reputable local, national or international organisations.

Our Policies

MEDICA's Modern Slavery Policy introduced in 2019 reflects our commitment to act ethically and with integrity in all our business relationships. The Policy is communicated to all workers to ensure they understand our responsibility and attitude towards modern slavery. Our wider policy suite instils ethics and integrity across the organisation.

Due Diligence

MEDICA is in the process of reviewing & assessing our supply chain to understand where the risk of modern slavery could exist and how best to respond to any perceived risk. Our continued due diligence checks ensure that MEDICA is compliant with all relevant legislation and we continue to review our policies and processes to ensure compliance is maintained.

MEDICA has conducted a review of the hourly rate of all staff and workers to satisfy ourselves that the National Minimum Wage and National Living Wage is being paid in all circumstances.

All staff recruited by MEDICA undergo relevant pre-employment checks. This includes vetting the identity and eligibility to work in the UK and ensure a Disclosure Barring Service check is completed. Staff can only receive payment of wages into a bank account that is in their own name (or joint account).

Risk Assessment

MEDICA strives to understand its business and the circumstances in which it operates to identify any risks of modern slavery. MEDICA has a robust risk management framework which ensures such risks are assessed, managed and reviewed at the appropriate management level.

Training and Communication

All new employees follow an induction process that includes required reading of MEDICA policies, procedures and processes. These documents are made readily available to all workers in a central document repository.

Awareness training for key topics that affect MEDICA is provided through video based, interactive learning modules. These are rolled out over a 12 month period. Learning adoption is reported monthly with uncompliant users being identified. This ensures that current staff and connected doctors partake fully in MEDICA's awareness programme. Suitable modules to help workers learn about slavery, understand their rights and anonymously report any slavery issues in the workplace will be introduced in 2020.

Statement Approval

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes MEDICA's annual statement for the financial year ending 31 December 2019. It has been approved and authorised on behalf of the Board of MEDICA Group plc by:

S. Quin

Dr. Stuart Quin
Chief Executive Officer
1st October 2019