

## Modern Slavery Statement - 2020

### About Medica

Medica is the market-leading provider of teleradiology services in the UK and Ireland. We also provide diabetic retinopathy screening services to around 50% of the population in Ireland. 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 UK 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.

Medica Group plc is the parent company and Medica Reporting Limited is our subsidiary that operates in the UK and meets the criteria for publishing an annual modern slavery statement.

### 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 and assessment of suppliers from reputable local, national or international organisations.

### Our Policies

Medica's Modern Slavery Policy 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 continues to review & assess its supply chain on an ongoing basis, to understand where the risk of modern slavery could exist and how best to respond to any perceived risk. Medica has written to its main suppliers to inform them of our policy and pass on specific obligations relating to modern slavery. Our continued due diligence checks will ensure that Medica is compliant with all relevant legislation and we continue to review our policies and processes to ensure compliance is maintained.

Medica conducted a review of the hourly rate of all staff, workers and third-party contractors in 2020 to satisfy ourselves that the National Minimum Wage and National Living Wage is being paid in all circumstances. To reinforce our commitment, Medica plans to obtain the Living Wage Accreditation in 2021.

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).

## Covid-19

Medica have maintained continued employment of all staff during the Covid-19 pandemic and throughout the lockdowns during 2020. All staff were paid as normal and worked their contracted hours. As a result, Medica did not need to utilise the UK Government furlough scheme.

## 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.

## 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 2020. It has been reviewed and approved by the Board of Directors as dated below.

*S. Quin*

**Dr. Stuart Quin**

Group Chief Executive Officer, Medica Group plc  
1<sup>st</sup> May 2021

*Revised and re-approved by the Board of Directors on 13<sup>th</sup> August 2021*

**Note:** Our previous statement(s) can be viewed via the link(s) below:

[Modern Slavery Statement - 2018](#)

[Modern Slavery Statement - 2019](#)