

Modern Slavery Statement - 2023

For reporting period of 1st Jan 2023 – 31st Dec 2023

About Medica

Medica is the market leader in the UK and Ireland for the provision of teleradiology and pathology services. Through its subsidiary, RadMD, in the United States, Medica also provides pharmaceutical and biotech clients and contract research organisations (CROs) with high quality, complex imaging services for international clinical trials.

In the UK and Ireland, Medica contracts with a pool of over 500 mostly self-employed reporters based in the UK and overseas including specialist consultants, registrars and radiographers. In the US Medica has a pool of over 250 specialist readers based both in the US and internationally.

In the UK and Ireland Medica works with more than 100 NHS Trusts in the UK, over 20 Irish HSE hospitals, private hospital and insurance groups, as well as diagnostic imaging companies. This enables the Company to offer a fast, responsive service. In the US, clients include pharmaceutical and BioTech companies, device manufacturers and contract research organisations. In addition, through Medica's subsidiary JCA, Medica supports medical CPD training with global accredited courses.

Moonlight Topco Ltd is the ultimate parent company. Our three divisions operate principally through Medica Reporting Ltd in the UK, Global Diagnostics Ltd in Ireland t/a Medica Ireland and RadMD in the US. Medica Reporting Limited is our key UK subsidiary that operates in the UK and meets the criteria for publishing an annual modern slavery statement. Other UK subsidiaries include JCA seminars Ltd and Medica IT Services Ltd both of which are within the scope of this statement.

Our Supply Chain

In the UK, Medica contracts with consultant radiologists to perform remote access teleradiology for UK clients with reporters based both in the UK and overseas. Our key deliverable under our contracts with UK customers is a medical report. In Ireland we also carry out clinical activity under managed services contracts which includes producing image outputs in a number of modalities as well as a clinical report.

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 and assess its supply chain on an ongoing basis in order to understand where any risk of modern slavery may exist, and how best to respond to any perceived risk. Medica

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has written to its main suppliers to inform them of our policy and to pass on their 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 has obtained the Living Wage Accreditation in 2021, reinforcing our commitment to ensure that staff, workers, and third-party contractors are paid a fair wage. To support the accreditation, we have conducted an annual review of the hourly rate of all staff, workers, and third-party contractors to ensure that the National Minimum Wage and National Living Wage is being paid in all circumstances. In addition, Medica has instituted its own company-wide minimum wage which exceeds the National Minimum Wage and National Living Wage rates.

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.

The risk management process has been established and embedded within the Group and separately within the UK, Ireland, and US divisions, and is underpinned through the use of a suite of risk registers. Each Group register is maintained by an owner within the senior management team and is overseen by the risk moderator. The identification and evaluation of risks is carried out through collaboration between senior management and their teams.


All emerging risks are identified, reviewed and assessed as part of the risk management framework process. Risks may also be identified through the use of industry and horizon scanning, internal forums and workshops with management teams. Any potential new risk is considered by the senior management team and its impact and likelihood is assessed before inclusion in the Group risk register.

Training and Communication

All new employees follow an induction process that includes mandatory understanding and acceptance of Medica's policies, procedures, and processes. These documents are readily available to all workers through 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 2023. It has been reviewed and approved by the Board of Directors as dated below.

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Mr. Andrew Cannon

Group Chief Executive Officer, Medica Group
01st May 2024

*Approved by the **Board of Directors***

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Our previous statement(s) can be viewed via the links below:

[Modern Slavery Statement - 2018](#)

[Modern Slavery Statement - 2019](#)

[Modern Slavery Statement - 2020](#)

[Modern Slavery Statement – 2021](#)

[Modern Slavery Statement - 2022](#)

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Revision History

Author Approver	Version	Review Date	Reason	Review by Date
AM/IE/SQ	1.0 (2019)	01/10/2019	2018 Statement	01/10/2020
IE/SQ/Board	1.0 (2020)	01/10/2020	2019 Statement	01/10/2021
EB/IE/Board	(2020)	01/05/2021	2020 Statement	01/05/2022
IE/SQ/Board	(2021)	01/05/2022	2021 Statement	01/05/2023
ROD/SQ/Board	(2022)	12/05/2023	2022 Statement	01/05/2024
ROD	(2022)	21/07/2023	Updated company name	01/05/2024
FC	(2023)	01/05/2024	2023 Statement	01/05/2025