



Modern Slavery Statement

1. Introduction

Modern day slavery is a breach of fundamental human rights, a crime against humanity which takes various forms including, people trafficking, forced labour, servitude, deprivation of liberty (slavery) whilst gaining commercially.

Our statement is published in accordance with the Modern Slavery Act 2015. It sets out the steps that Starcross Trading Limited T/A BEARS (BEARS) has taken to ensure that slavery and human trafficking is not taking place in any part of our business or our supply chains.

2. Business Overview

The service directly provides transport assistance to patients for NHS Trusts under contract and on an ad-hoc basis. Products and services used within the service of patients are sourced from a variety of suppliers based locally, nationally, and internationally as appropriate.

Respecting human rights and environmental issues is the responsibility of our suppliers, however as customers we take our own responsibility very seriously and clearly communicate our expectations to our suppliers and those who provide us with services under a contract for services or on a third-party basis.

3. Our Supply Chain Standards

Our supply chain includes the sourcing of equipment, medical products, and materials to create our stationery and promotional materials and items used in the transport of patients.

BEARS is wholeheartedly committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Management philosophy reflects our commitment to:

- acting ethically and with integrity in all our business relationships
- implementing and enforcing effective controls to ensure slavery and human trafficking is not taking place at any point in our supply chains

How BEARS does this:

- Where possible we build long-standing relationships with our suppliers and make our expectations of business behaviour clear
- With regards to national or international supply chains, our preferred point of contact is with a UK company or branch
- We encourage any concerns to be reported, and for those concerns to be acted on. Our Whistle Blowing Policy protects our team anyone who raises concerns and their anonymity maintained with the introduction of our ***“SPEAK UP GUARDIAN”***, providing a safe space for staff to express themselves and raise concerns.
- We have zero tolerance to slavery and human trafficking. We expect every company within our supply chain and contractors to comply with our values

We recognise the importance of strengthening our policies in this important area and we will:

- Review and strengthen our terms and conditions for all our suppliers, requiring them to ensure ethical working standards within their own business and supply chains and ensure they have suitable anti-slavery and human trafficking policies and processes
- Raise awareness and understanding of the risks of modern slavery and human trafficking in our supply chains and our business, through training to relevant members of staff

4. Our Code of Conduct

BEARS Policies and Procedures set out clear expectations as to the conduct and behaviour of all managers, employees, and Consultants, and aim to establish a company culture in which mutual co-operation and mutual trust are valued.

This is underpinned by key company policies and procedures including:

- Equality Policy
- Whistle Blowing Policy
- Safeguarding Policy
- Workforce Handbook

which set out to establish our commitment to human rights, basic working conditions and corporate responsibility.

As a business BEARS has been built on a company culture in which mutual co-operation and mutual trust are valued and nurtured. We live by, promote, and train our vision and values of ***Safety Comfort and Care*** on a daily basis.