



healthcare at home

it's where you want to be

Modern Slavery Statement

Healthcare at Home Ltd ("HaH") has a zero tolerance approach to Modern Slavery. We are committed to our values to 'Inspire, Collaborate, ensure Patient Focus and act with Integrity' in the work we do, including acting ethically in all our business dealings to help combat slavery and human trafficking. To achieve our objective, we commit to implement effective systems and controls to ensure Modern Slavery is not taking place within our own business and our supply chain.

This statement is made pursuant to section 54 Part 6 of the Modern Slavery Act 2015. It constitutes HaH's slavery and human trafficking statement for the financial year ending 31 October 2016.

Healthcare at Home's Business

HaH is the UK's leading provider of clinical care in the home. Our head office is based in Burton on Trent, Staffordshire, UK. We are a limited company within the Halcyon Topco Limited group with over 1500 employees in the UK. We are the largest provider of clinical care in the home to private and NHS patients, including complex clinical nursing, dispensing and delivery of medication operating in the UK, Germany, Austria and Switzerland serving more than 150,000 patients a year.

Our supply chains

HaH operates in a highly regulated industry and given the nature of our business, we believe there is a low risk of slavery or human trafficking having a connection with our commercial activities. We recognise that there is no room for complacency.

Due diligence processes for slavery and human trafficking

We maintain a governance and risk management framework with ongoing review of risk throughout the year. This process covers all our business areas and is reportable at Board level. Although it is considered that HaH has a low direct risk of slavery or human trafficking, we have applied a risk and assurance based approach to mitigate residual risks. This has identified a number of suppliers, where additional assurance is required that they comply with our ethical approach to supply chain management. Typically, this includes pharmaceutical suppliers with multinational operations, in locations where the risk of slavery or human trafficking is potentially higher. This relates to around 95% of our overall spend with suppliers. We have been working with these key suppliers, as part of our supply chain due diligence, to confirm their understanding of this legislation and where relevant, compliance initiatives.

HaH has been able to confirm significant awareness of this legislation with our supply chain partners. These suppliers are also subject to national, regional and world-wide governance obligations, which help to define how they operate. Our objective is to have long lasting productive relationships and only source from those suppliers that satisfy HaH's ethical standards.

All our new suppliers are subject to due diligence and we regularly review our supply chain partners to provide robust assurance that compliance is maintained. This includes a rigorous selection process and due diligence appraisal activities, and targeted interventions for assurance purposes, as part of our vendor and supplier controls. Our agreements with suppliers include requirements for third party providers to obey national and regional statutory requirements in the country in which they operate. We will only work with suppliers who commit to a zero tolerance on slavery and human trafficking.



Fair Pay

HaH is committed to ensuring that all our employees and contracted staff receive fair remuneration for the services they perform. We have attained the Silver Investors in People Award.

Whistleblowing

We encourage all our workers, customers and business partners to report any concerns related to HaH activities. Our whistleblowing policy and procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

Awareness, Compliance and Training

The policies and procedures by which HaH operate reflect our commitment to our core values including the expected standard of conduct of all employees, sub-contractors and agents.

For 2017 we will provide training to all our workers to ensure a reasonable level of understanding of the risks of modern slavery and human trafficking in our supply chain. We expect all our workers to have an awareness of our policies, and complete mandatory training which is actively monitored.

Further steps

HaH will ensure adequate resources, training and investment is maintained for the successful application of this statement throughout the financial year, and the work undertaken is proportionate to the risks in relation to our supply chain.

This statement has been approved by the Boards of Healthcare at Home Ltd and Halcyon Topco Limited and is signed on their behalf.

Natalie Douglas
Chief Executive Officer

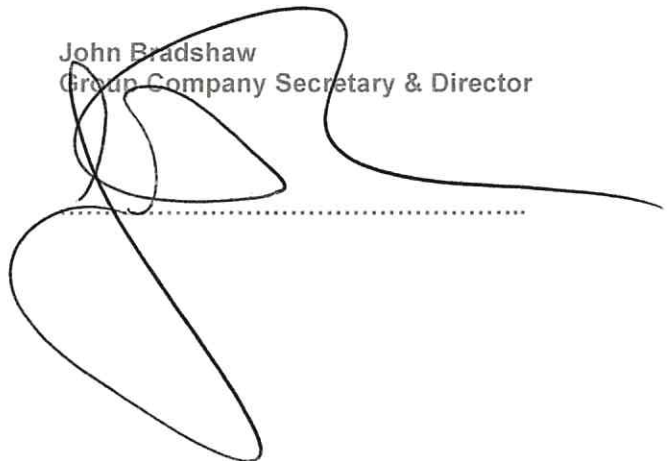


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Healthcare at Home Ltd

Date: April 2017

John Bradshaw
Group Company Secretary & Director



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