

CHEC Modern Slavery Statement

Financial Year Ending 30 June 2025

Issue Date: 12th February 2026

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and applies to Community Health and Eyecare Limited (“CHEC”) and its subsidiary companies.

Our Organisation

CHEC is an independent healthcare provider headquartered in Preston, Lancashire. We operate out of approximately 36 hospital sites as well as additional community locations across England, delivering services in Ophthalmology, Gastroenterology, ENT and Dermatology.

CHEC employs approximately 500 colleagues and is governed by a Board of Directors.

Our Commitment

CHEC has a zero-tolerance approach to modern slavery and human trafficking. We are committed to conducting our business ethically and with integrity and to implementing effective systems and controls to safeguard against modern slavery within our operations and supply chains.

We comply with UK employment legislation and undertake appropriate pre-employment checks, including right-to-work verification. We will not knowingly engage with organisations that support or are involved in slavery, servitude, forced or compulsory labour, or human trafficking.

We recognise our responsibility as a healthcare provider delivering NHS services to operate ethically, transparently and in alignment with public sector values.

Governance and Policies

Modern slavery risk is managed through our governance and compliance framework, including:

- Anti-Slavery Policy (RC-POL-09) – reviewed annually
- Supplier Code of Conduct
- ESG Supplier Questionnaire, issued to all new suppliers
- Whistleblowing Policy (confidential reporting available to staff and third parties)
- Responsible Procurement procedures aligned to NHS contractual standards

A designated Slavery Compliance Officer oversees implementation and reports concerns through appropriate governance channels.

Risk Management and Due Diligence

We undertake proportionate due diligence to mitigate the risk of modern slavery within our business and supply chains. This includes:

- Supplier onboarding checks and contractual requirements
- Inclusion of termination rights in supplier contracts where modern slavery breaches occur

Did you print this document yourself?

CHEC discourages the retention of hard copies of policies and SOPs and can only guarantee that the policy and SOP on the CHEC Intranet are the most up-to-date versions, if, for exceptional reasons, you need to print a policy or SOP; it is only valid for 24 hours.



- Ongoing supplier monitoring and risk-based review
- Requiring third-party recruitment agencies to conduct appropriate employment and compliance checks

Our primary supply chains relate to clinical equipment, instruments, consumables, uniforms and wider business services sourced from the UK, Europe and international markets.

We have identified that medical consumables and uniforms sourced through international supply chains may present a higher inherent risk, particularly where manufacturing occurs outside the UK and EU. These areas are subject to enhanced due diligence and contractual oversight.

For clinical procurement, CHEC applies the NHS Standard Contract or Sub-Contract where appropriate, requiring compliance with relevant legislation.

Training and Awareness

CHEC provides mandatory modern slavery training for all employees and contractors through blended and e-learning programmes.

Procurement and commercial teams receive additional training on ethical sourcing and responsible procurement.

Training needs are reviewed annually through our Training Needs Analysis process.

Effectiveness and Key Performance Indicators

To measure effectiveness, CHEC monitors the following indicators:

- 100% of active suppliers agree to our Supplier Code of Conduct
- 100% completion of mandatory modern slavery training by employees and contractors
- Ongoing updates and targeted training for employees involved in procurement and supplier management

Continuous Improvement

While we assess the overall risk of modern slavery within our operations to be low, given our sector and geographic footprint, we recognise that risks can arise within global supply chains.

During the next reporting period, we will:

- Enhance risk assessment processes
- Expand supplier audit activity where appropriate
- Strengthen supplier engagement through improved contract management

Approval

This statement has been approved by the Board of Directors of Community Health and Eyecare Limited and is signed on its behalf by:

Imran Rahman
Chief Executive Officer
12/02/2026

Did you print this document yourself?

CHEC discourages the retention of hard copies of policies and SOPs and can only guarantee that the policy and SOP on the CHEC Intranet are the most up-to-date versions, if, for exceptional reasons, you need to print a policy or SOP; it is only valid for 24 hours.

