



Modern Slavery and Human Trafficking Statement

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1. Introduction

The Modern Slavery Act 2015 came into effect on 29th October 2015. This statement is made pursuant to section 54(1) of the Act and constitutes E-zec's Medical Transport Services Ltd slavery and human trafficking statement for the financial year ending 31st March 2021.

This statement sets out E-zec's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

E-zec has zero tolerance to slavery and human trafficking in all its corporate activities and is committed to ensuring that its supply chains are free from slavery and human trafficking.

2. Organisation

E-zec is a family run company focused on delivering high quality, safe and effective ambulance transportation for patients to and from healthcare settings. Founded in 1998, E-zec is the largest independent ambulance provider that operates solely and exclusively in the patient transport sector. E-zec currently employs more than 1,400 staff and operates a fleet of over 550 vehicles. E-zec holds 14 NHS NEPTS contracts across the UK.

Family ethos and values are very much at the heart of E-zec. This is embodied in the company's core values which translate into providing a caring, responsive and innovative service to our patients and NHS Trust partners.

3. Supply Chains

E-zec is committed to maintaining the highest levels of ethical standards in the conduct of its business and does not enter into business with any organisation which knowingly supports or is found to be involved in slavery and human trafficking.

E-zec complies with the Public Contracts Regulations 2015 and uses the mandatory Crown Commercial Services (CCS) Pre-Qualification Questionnaire on procurements, which exceed the prescribed threshold. Bidders are required to confirm their compliance with the Modern Slavery Act 2015.

E-zec's Procurement and Contracting Team are qualified and experienced in managing healthcare contracts, to include:

- Using routine compliance contract management meetings with its providers to address any issues around modern slavery;
- Implementing any relevant clauses contained within the Standard NHS Contract

4. Commitment to the Principles of the Modern Slavery Act 2015

Ezec is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal-opportunities employer, E-zec is committed to creating a non-discriminatory environment and fair treatment to all of its employees. E-zec seeks to encourage and support a diverse workforce and believes that all of its employees should have the opportunity to raise any concerns in relation to malpractice.

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E-zec's recruitment processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in its employment.

E-zec's enhanced safeguarding training for employees includes role relevant modern slavery awareness. E-zec promotes awareness of modern slavery via an e-learning training booklet and self-assessment, available to all its employees via the E-zec intranet.

E-zec maintains the following policies which are accessible to all its employees via the E-zec intranet:

- Uniform and Code of Conduct Policy
- Bribery and Corruption Policy
- Public Interest Disclosure Policy (Whistleblowing)
- Safeguarding Adults and Children at Risk Policy
- Harassment and Bullying Policy
- Diversity Policy
- Recruitment Policy

5. [Embedding the Principles](#)

The principles will continue to be embedded by the following activities:

- Completing suitable due diligence in relation to the Modern Slavery Act in the event that E-zec chooses to bring on new products, contracts or services;
- Ensuring employees have access to the available resources to enable them to identify signs of modern slavery and have a clear reporting line for raising concerns of modern slavery
- Continuing to embed zero tolerance across the organisation

6. [Board Approval](#)

This statement was approved on 19th March 2020 by the organisation's Managing Director and will be reviewed and updated annually.

Director's signature:

Director's name: Andy Wickenden

Date: 19th March 2020

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