

Modern Slavery

Apex Endodontics has a zero-tolerance approach to slavery and human trafficking. It is committed to acting ethically and with integrity in all its business dealings and relationships. We have long-established procedures to conduct checks to ensure staff can legally work in the UK. We also have procedures that provide appropriate protection for staff reporting concerns about non-compliance with laws, regulations, and codes of practice relevant to our business.

Slavery, forced labour, servitude, and human trafficking are types of 'Modern Slavery' – criminal activity that deprives victims of their liberty and usually involves financial and other exploitation.

Characteristics of modern slavery can be or look like but are not limited to:

- Physical appearance – unkempt, unhygienic, always wearing the same clothes etc
- Reluctant to seek help from anyone
- Pickpocketing – they may be asked to do so by others
- Abuse
- Domestic servitude
- Isolated from family and friends

Modern Slavery Act

We are committed to improving our practices to combat modern slavery and human trafficking within our business operations. We are relentless in our pursuit of delivering quality and excellent dental care to our patients, using our professional expertise with integrity and aligning our actions to the highest standards of business conduct and ethical practices.

Modern slavery is a crime and a violation of fundamental human rights. This statement underlines our commitment and actions to ensure modern slavery is not taking place anywhere in and around our organisation.

This statement is made on behalf of the organisation under section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

Our Supply Chain

Our supply chain is UK-based and includes:

- Professional services – accountants, legal advisors, recruitment agents;
- Self-employed clinicians;
- Dental laboratory, material and product suppliers;
- Marketing and advertising services;
- Repairs and maintenance services;
- IT and communication systems;
- General office and practice suppliers;

General Due Diligence Processes to Combat Slavery & Human Trafficking

We have also implemented systems, procedures and best practices to help combat anti-ethical practices and modern slavery within our general business operations. For example, we:

- Protect whistleblowers to ensure that they are not discouraged from raising any concerns relating to unethical or illegal practices;
- Adopt robust recruitment processes in line with UK employment laws, including: 'right to work' document checks; contracts of employment and checks to ensure everyone employed is 16 and above;
- Engage with reputable businesses and individuals with a proven track record of legal compliance and good ethical standards;
- Have robust policies in place to ensure a new joiner has the Right to Work in the UK and has confirmed their identity before the commencement of their placement;
- Pay and reward our employed colleagues in accordance with market rates, which are reviewed annually and bench-marked;
- Provide our employed colleagues with enhanced benefits and welfare options to support our people's (and their families) lifestyle choices and
- Promote and encourage transparency

We have a dedicated Practice Manager who is responsible for ensuring that all staff are trained in this matter, read and understand the policy and ensure all staff comply with the principles and commitments set out in this statement.

If you have any concerns about anyone you come into contact with in a professional or personal capacity, please speak to your line manager. If you are unable to do so, please report it to the modern slavery helpline on 08000 121700 or call the police on 101. If you feel it is an emergency situation, please call 999.

Failure to comply with this policy may result in disciplinary action, including dismissal or termination of the contract between you and us.

Additional resources that may be able to help you:

www.nationalcrimeagency.gov.uk/what-we-do/crime-threats/modern-slaveryandhumantrafficking

www.antislavery.org/reports-and-resources/

www.modernslaveryhelpline.org/