

Modern Slavery Statement



Introduction

Nerams Ltd is committed to improving our practices to combat slavery and human trafficking and to ensuring that our supply chains and any part of our business are free from such practices. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the year ending 31st December 2024.

Organizational Structure

Nerams Ltd is an independent ambulance service, regulated by the Care Quality Commission, providing services for everyone, transport services, triage, medical advice remotely and the treatment of disease, disorder and injury. We operate primarily in the United Kingdom but also have business relationships and supply chains that extend internationally.

Our Supply Chains

Our supply chains include medical equipment, consumable and vehicle manufacturers and suppliers. We are committed to ensuring that our suppliers adhere to the highest standards of ethics and conduct.

Policies on Slavery and Human Trafficking

We are dedicated to acting ethically and with integrity in all our business relationships. We enforce effective systems and controls to ensure slavery and human trafficking are not taking place in our supply chains or any part of our business. Key policies include:

- **Anti-Slavery Policy:** This policy reflects our commitment to acting ethically and with integrity in all our business relationships.
- **Whistleblowing Policy:** Encourages all employees, customers, and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.

Due Diligence Processes

In order to monitor and mitigate the risks of slavery and human trafficking occurring within our supply chains, we have implemented the following due diligence processes:

1. **Supplier Audits:** Regular audits to evaluate compliance with our standards.
2. **Risk Assessment:** Identification and assessment of potential risks in our supply chains.
3. **Supplier Contracts:** Incorporation of anti-slavery and human trafficking obligations into our contracts.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff, particularly those involved in procurement and supply chain management. Additionally, all staff are trained to Level 2 Safeguarding Adults and Children, and Level 3 Preventing Radicalisation. More senior individuals are trained to Level 3 Safeguarding Adults and Children. Directors, key decision makers and safeguarding leads are trained to Level 5 Safeguarding Adults and Children.

Future Commitments

For the forthcoming year, Nerams Ltd commits to the following steps to enhance our anti-slavery measures:

- Review and enhance our due diligence processes.
- Expand training to include all new employees.
- Engage actively with our suppliers and partners to enhance awareness.
- Increase effectiveness in combating slavery and human trafficking by asking suppliers:
 - Number of audits conducted.
 - Number of staff trained.
 - Actions taken on supplier non-compliance.

This statement was approved by the Board of Directors of Nerams Ltd on 01/01/2024 and is signed on their behalf by:



Dean Wrightson

Director of Operations (Designated Safeguarding Lead)

01/01/2024