

Modern Slavery Statement

Medipro modern slavery and human trafficking statement

This statement sets out the steps Medipro Training Limited ("Medipro") has taken, and continues to take, to understand and minimise the risk of modern slavery and human trafficking in its business and its supply chains.

It is published in line with section 54 of the Modern Slavery Act 2015 and reflects the Home Office's updated statutory guidance, Transparency in supply chains, published in March 2025. Medipro is committed to the letter and spirit of the Act, and produces this statement as part of that commitment.

This statement covers the financial year ending 31 March 2026. It is structured around the six reporting areas set out in section 54(5) of the Act.

1. Organisation, business and supply chains

Formed in 2008, Medipro is the largest independent pre-hospital education centre in the UK. We hold a broad set of accredited pre-hospital qualifications, so that our learners can progress into large multinational corporations, specialist organisations, and the NHS, where regulation and governance are paramount.

We are a registered apprenticeship training provider on the Apprenticeship Provider and Assessment Register (APAR) for ambulance and healthcare apprenticeships. We support learners into paid placements with a number of independent ambulance services and NHS Trusts.

Our operations are UK-based, across our education centres and mobile education support vehicles. Our supply chains are limited and predominantly UK-based, covering goods and services such as training equipment and consumables, premises and facilities, IT and software, professional services, and awarding organisation services. We procure mainly through UK government frameworks.

2. Policies

The following policies support our commitment to preventing modern slavery and human trafficking, and are available to all staff and learners through the Medipro website:

- Code of Conduct
- Whistleblowing Policy
- Bullying and Harassment Policy
- Equality and Diversity Policy
- Purchasing Policy
- Safeguarding Policy

These policies are reviewed by the HR department every two years, or sooner where there are changes in legal requirements or guidance.

As an equal opportunities employer, we are committed to a non-discriminatory and respectful working environment, and we want all staff to feel confident that they can raise concerns without any risk to themselves. Our recruitment and people-management processes ensure



that all prospective employees are legally entitled to work in the UK and are safeguarded from abuse or coercion. We do not knowingly enter into business with any organisation, in the UK or abroad, that supports or is involved in slavery, servitude, or forced or compulsory labour.

3. Assessing and managing risk

Given the nature of our business and our predominantly UK-based supply chains, we assess our overall risk of modern slavery as low. We recognise, however, that a low assessed risk is not the same as no risk, and that an absence of identified issues can reflect the maturity of our due diligence rather than the absence of exposure. We therefore keep our risk assessment under regular review.

Our risk assessment considers factors including the geographical location of suppliers, sector and labour-related risks, and the nature of the goods and services procured. Where higher-risk areas are identified, we prioritise them for enhanced due diligence and monitoring.

4. Due diligence

We carry out financial and due diligence checks when engaging new suppliers, and we review existing suppliers in line with our Purchasing Policy, which incorporates a formal risk-assessment framework.

All new suppliers are asked to complete a Modern Slavery Self-Assessment Questionnaire (SAQ) covering fair labour standards, recruitment practices and working conditions. We also conduct modern slavery risk assessments as part of our audit process; these may include site inspections, policy reviews and corrective-action plans where necessary.

Supplier contracts include anti-slavery provisions that require compliance with modern slavery laws and grant us the right to audit, inspect and take corrective action, up to and including termination where violations are identified. Staff involved in procurement follow modern slavery procurement guidance when making purchasing decisions.

Where Medipro issues tenders, suppliers with an annual turnover of £36 million or more are required to submit their own modern slavery statement in line with the Modern Slavery Act 2015, and to provide their current statement for our supplier database. Any supplier or potential supplier that does not comply with the Act, or with Medipro's own policies and procedures, will be removed from our supplier list and will not be considered for future supply unless they can demonstrate that these requirements are met.

Where concerns are identified, we investigate thoroughly and take prompt corrective action, working closely with suppliers to remediate issues and prevent recurrence. Workers in our supply chain can report concerns confidentially through our whistleblowing procedure.

5. Training

We provide regular modern slavery awareness and prevention training to relevant staff and, where appropriate, to suppliers. Completion is tracked through our monitored training matrix, and we use completion data to identify and address any gaps, so that those involved in procurement and people management are equipped to identify and respond to the risks of exploitation.



6. Monitoring and evaluation

We conduct regular audits of our supply chain, aiming to complete at least one supplier audit each year. Audits may include scheduled and unannounced site inspections to assess compliance with labour laws and ethical practice. We track audit outcomes and maintain a clear action plan to address any issues identified.

We continuously evaluate and improve our processes through ongoing monitoring, policy review, and adapting our practices to address emerging risks. We embed a zero-tolerance approach to modern slavery as both an employer and a procurer of goods and services.

Progress and next steps

Since our previous statement, we have restructured this statement around the six reporting areas in the updated Home Office guidance and refreshed our supplier due-diligence process. Over the coming year, we will continue to strengthen supplier risk assessment, maintain training completion, and keep our policies under review, so that our approach to tackling modern slavery continues to develop year on year.

Approval and publication

This statement is published on Medipro's website, with a prominent link from our homepage. Previous statements remain available on our website so that our progress can be compared year on year.

This statement was approved by the Directors of Medipro Training Limited and is signed on their behalf by:

Signed:

Brian English

Managing Director, Medipro Training Limited

Date:

This statement relates to the financial year ending 31 March 2026 and will be reviewed and updated annually.