



## **MODERN SLAVERY STATEMENT – FEDBUCKS LIMITED**

### **Introduction**

This statement includes all legal entities within and associated to FedBucks Limited as the parent company. This statement relates to actions and activities during the financial year ending 31<sup>st</sup> March 2023 and is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the 'Act').

This statement sets out the actions of FedBucks Limited 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.

Our organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

### **Organisational structure and supply chains**

FedBucks is a federation of 47 GP practices covering a population of over 500,000 patients across Buckinghamshire. We began in 2016 and now employ around 250 members of staff at our head office site, and across our planned and unplanned care services.

As a GP Federation, we are proud to represent our member practices and to champion primary care by working with local general practice and system partners in the provision of community-based healthcare services. We are dedicated to providing safe and compassionate care to our patients across our range of planned and unplanned healthcare services in Buckinghamshire and believe in continuous commitment to quality service delivery and positive patient outcomes.

Patients are at the heart of everything we do, and we pride ourselves in our purpose when enabling excellent patient care and supporting general practice.

We're committed to continuously improve our practices to identify and eliminate slavery and human traffic in our business and supply chains and to acting ethically and with integrity in all our business relationships.

Our supply chains include the procurement of agency labour, medical consumables, facilities maintenance, utilities and waste management.

## Policies

Our internal policies and supplier contracts reflect our commitment to acting ethically and with integrity in all our business relationships. Similar expectations around ethics and compliance are clearly communicated by FedBucks to our supply chain partners. When entering formal arrangements with suppliers and when periodically reviewing supply chains, we continuously seek to detect any indicators of slavery or human trafficking.

## Due Diligence

FedBucks is committed to conducting business ethically and responsibly and fully support the aims of the Act and associated standards. We are committed to tackling slavery and human trafficking wherever we can.

The Board will review and oversee implementation of the modern slavery statement. It sets FedBucks approach for modern slavery compliance by our staff across the business functions. The Executive Team manages the composition and publication of our annual statement and provide updates to staff as well as the Board.

We provide our employees with a level of awareness of the risks of modern slavery and human trafficking during the induction process. Our employees are actively encouraged to identify and report any potential conflicts or breaches of our anti-slavery statement or our company values using the following policies:

- Whistleblowing
- Code of Conduct
- Recruitment and Selection
- Equality, Diversity & Inclusion
- Disciplinary Procedure

Employees can find details on our policies on our intranet.

## Looking Ahead

Over the course of the next financial year, we will continue to review our procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking with new and existing suppliers.

## Board of Directors' Approval

The Board of Directors has considered and approved this statement on 24<sup>th</sup> October 2023 and will continue to support the requirements of the legislation.

A handwritten signature in black ink that reads "P Macdonald". The signature is written in a cursive style with a large initial 'P'.

Dr. Penny Macdonald  
Chair