



Braemar Medical Ltd Modern Slavery and Human Trafficking Statement 1st June 2026

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1st June 2026 to 31st May 2027.

The statement sets down Braemar Medical Ltd's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Braemar Medical Ltd which are as follows:

Company Overview:

Our company is a specialised medical recruitment firm dedicated to connecting healthcare professionals with leading medical institutions across the NHS, local community and private sectors. We pride ourselves on our commitment to excellence and our ability to meet the unique staffing needs of the healthcare industry.

Company Structure:

- **Directors:** The company is led by two experienced directors who bring a wealth of knowledge and expertise in medical recruitment and healthcare management.
- **Employees:** We have a small team of dedicated employees who support the day-to-day operations and ensure smooth communication between clients and candidates.
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Business Activities:

- **Recruitment Services:** We specialise in recruiting qualified healthcare professionals, including but not limited to, doctors, nurses, allied health staff, social workers and support workers for permanent, temporary, and locum positions.
- **Client Consultation:** We work closely with medical institutions across the NHS, local communities and private sector to understand their staffing requirements and provide tailored recruitment solutions.

Braemar Medical Limited, 32, Braemar Road, Worcester Park, Surrey, KT4 8SW

Company Registration Number 12607023

VAT Registration Number 425192995

Info@braemarmedical.co.uk



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- **Candidate Support:** We offer comprehensive support to candidates throughout the recruitment process, including career advice, interview preparation, and placement services.

Supply Chain:

- **Talent Sourcing:** We source candidates through various channels, including online job portals, professional networks, and industry events.
- **Client Partnerships:** We maintain strong relationships with hospitals, clinics, community trusts and private providers along with other healthcare facilities to ensure a steady demand for our recruitment services.
- **Technology Integration:** We utilise advanced recruitment software to manage our database of candidates and streamline the matching process.

The Company currently operates in the following countries:

United Kingdom and Gibraltar.

The Company undertakes a comprehensive risk assessment process to identify high-risk activities and countries in relation to modern slavery and human trafficking. This process includes:

1. **Data Collection and Analysis:** We gather data from various sources, including government reports, industry analyses, and NGO publications, to understand the prevalence and risks of modern slavery and human trafficking in different regions and sectors.
2. **Supply Chain Mapping:** We map our supply chain to identify where our suppliers are located and assess their practices. This helps us pinpoint areas where there may be a higher risk of exploitation.
3. **Risk Indicators:** We use a set of risk indicators, such as the use of migrant labour, the presence of vulnerable populations, and the nature of the goods or services provided, to evaluate the likelihood of modern slavery occurring in specific activities or countries.
4. **Engagement with Stakeholders:** We engage with various stakeholders, including suppliers, employees, and local communities, to gather insights and verify the information collected. This collaboration helps us understand the context and specific risks better.
5. **Regular Reviews and Updates:** We regularly review and update our risk assessment process to ensure it remains effective and responsive to new information and emerging risks.

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High Risk Activities

The following activities are considered to be at high risk of modern slavery or human trafficking within our company:

Recruitment from High-Risk Countries: We recognise that recruiting medical professionals from countries with known issues of labour exploitation and human trafficking increases the risk. We ensure that thorough checks and ethical recruitment practices are in place to mitigate this risk.

Third-Party Agencies: Using third-party recruitment agencies poses a higher risk, as these agencies might not always follow strict ethical standards. We conduct rigorous due diligence and regular audits to ensure our partners comply with our ethical standards.

Temporary and Contract Work: The nature of temporary and contract work can make workers more vulnerable to exploitation. We maintain transparent and fair contract terms, and we monitor working conditions closely to protect the rights of these workers.

Low-Wage Roles: Certain lower-wage roles within the healthcare sector, such as support staff and aides, are at higher risk of exploitation. We ensure all employees receive fair wages, benefits, and have access to support services.

Remote and Isolated Work Locations: Assignments in remote or isolated locations can increase vulnerability to human trafficking. We provide robust support systems, regular check-ins, and ensure that all employees have access to necessary resources and assistance.

Responsibility for the Company's anti-slavery initiatives is as follows:

Policies: The Managing Director is responsible for creating and reviewing policies. The process by which policies are developed within our company involves the following steps:

Research and Benchmarking: We start by researching industry standards, best practices, and regulatory requirements. This helps us understand the latest trends, innovations, and compliance obligations relevant to our industry.

Stakeholder Consultation: We engage with internal and external stakeholders, including employees, management, suppliers, and industry experts, to gather insights and feedback.

Customisation and Adaptation: Based on the gathered information, we adapt best practices to fit the specific needs and context of our company.

Approval and Implementation: The finalised policies are presented for approval. Once approved, we communicate the policies to all employees and relevant parties, providing training and resources as needed to facilitate smooth implementation.



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The Managing Director and Compliance Director are responsible for risk assessments in respect of human rights and modern slavery by a process of data collection and research from various reliable sources, including human rights organisations, which helps identify potential risks and understand the landscape of human rights issues in different regions and sectors.

We perform a thorough analysis of our supply chain to identify high-risk areas. This involves mapping our suppliers and assessing their practices to ensure they align with our ethical standards.

The Compliance Department is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking

Braemar Medical Ltd is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. Mr Ian Bernard, Managing Director endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Ian Bernard
Position: Managing Director
Date: 01/06/2026

Signature: