

MODERN SLAVERY STATEMENT

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Genial Genetics

INTRODUCTION

We have a zero-tolerance approach to all forms of slavery and human trafficking within our business and our supply chain.

Our annual turnover is under £36 million and although we are not legally obliged to report on slavery and human trafficking, this statement is made in accordance with the Modern Slavery Act 2015 and is our slavery and human trafficking statement for the year ending 31st December 2021

ORGANISATIONAL STRUCTURE, BUSINESS AND SUPPLY CHAINS

We are an ICT technology company supplying technology and advisory services and are part of Harris Healthcare. Our business comprises of office-based business activities as well as home workers. Our supply chains are UK, US & EU based and are compliant with this policy. We have no manufacturing within the group.

POLICY ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. This policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

DUE DILIGENCE

We have a zero-tolerance approach to all forms of slavery and human trafficking within our business and our supply chain.

We recruit all our employees either directly or through recruitment agencies who are members of the Recruitment and Employment Confederation. We do not recruit outside of the country the team is based in (UK & US) and do not employ agency workers.

ASSESSING AND MANAGING RISK

We have a whistle-blowing policy in place and, as part of our efforts to identify and mitigate risks within our supply chain, we are introducing systems to identify, assess and monitor potential risk areas.

EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We have zero-tolerance to slavery and human trafficking. To ensure that all those in our supply chains comply with our values we put in place a supply chain compliance programme that requires our suppliers to confirm that they have a slavery and human trafficking policy in place.

TRAINING

We are providing appropriate training to ensure that relevant employees understand the risks of modern slavery and human trafficking within our business and supply chains.