

Slavery and Human Trafficking Statement

Financial Year Ending 31st December 2025

Introduction:

The Modern Slavery Act 2015 was introduced to help eradicate slavery, forced labour and human trafficking in the operations and supply chains of companies. This statement is made pursuant to Section 54, Part 6 of the act and includes information about RioMed Ltd, and its own operations. This also includes how we are approaching the eradication of slavery and human trafficking in our business.

Responsibility:

RioMed Ltd is committed to preventing and mitigating exploitation, corruption and bribery. We take this responsibility seriously. We will not accept modern slavery, forced labour and human trafficking anywhere within our operations.

The production of this annual statement is not the entirety of RioMed Ltd's cooperate responsibility. All RioMed staff have a duty to be vigilant to any behaviour which suggests a breach of the Modern Slavery 2015 Act.

This statement has been reviewed and approved by the Managing Director of RioMed Ltd.

Our Business:

We are an international software development manufacturer, within the healthcare industry. Our primary focus is providing an integrated electronic patient records and digital health. RioMed have offices within 2 other countries (India and Trinidad and Tobago) along with the UK. We directly employ more than 200 staff across the UK, India and Trinidad and Tobago, as a combination of office-based staff and home workers. We are confident that our own operations are free of modern slavery, forced labour and human trafficking. We have our product Cellma currently installed in over 150 British and Irish sites, the Middle East, throughout the Caribbean and India. Our supply chains are based within the UK, India and the Caribbean which include general office materials, IT suppliers (online resources, hardware and software), payroll company services, 2nd Tier Recruitment Agencies, Intermediaries and any service suppliers to support the running of our business.

Organisational Policies:

We have a range of policies in place which ensure that our employees are fairly treated, supported remunerated and understand the behaviour expected by the organisation. These policies include, but

are not limited to: equality and diversity, sickness and annual leave, health and safety, anti-bribery and corruption, code of conduct, grievance & disciplinary. These policies are available upon request.

All our policies are signed by our Managing Director and supported by the senior managers and are annually reviewed.

Internal accountability standards and procedures are set for employees failing to meet company standards regarding slavery and trafficking. RioMed Ltd's employees are, under the terms of their employment, expected to follow all applicable rules and regulations and all the organisations' policies as detailed in our employee handbook. Any employee found violating the policies are subject to disciplinary action.

Due Diligence Process:

RioMed Ltd will not support or deal with any business knowingly involved in human trafficking or exploitation and our supply chains and partners are expected to comply with all applicable laws.

All our suppliers undergo a due diligence process which allows as reasonably practicable, that they comply with our expectations.

We have robust and detailed quality assurance procedures in place, certified to ISO 9001 for the vetting of permanent and temporary staff. We also confirm their identities and that they are legally entitled to work here in the UK.

Risk Assessment and Management:

Risk assessments are undertaken annually for key suppliers, evidence is gathered from suppliers pertaining to their recruitment and procurement policies. Any high-risk areas including ethical practices in our supply chain are highlighted to management and appropriate decisions are taken to mitigate the risks.

Prevention of Exploitation:

We use several key performance indicators (KPI's), processes and procedures to measure how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business such as:

- Completion of audits by Managers and HR.
- Use of staff monitoring and payroll systems.
- High level of communication with supply chain personnel.
- Key supplier due diligence/assessments.

- Right to work checks.
- National Insurance number confirmed.
- References – verbally verified.

Training:

New and existing employees are required to undertake training regarding issues of legal compliance.


We have dedicated policies focusing on Equality, Diversity and Inclusion which continues to be developed with further resources to raise awareness on modern slavery in relation to our business operations. Staff involved in business procurement and recruitment are advised online trainings on ethical procurement and tackling modern slavery. Further to ensuring a high level of understanding we provide briefings to our directors and staff.

We will update and publish this Modern Slavery Statement Annually.

Reviewed at board meeting:

Mario Mohammed – Managing Director

Signed:



Date: 06/01/2025