

HD Clinical Modern Slavery and Human Trafficking Statement

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015.

HD Clinical was incorporated in 2005 by the merging of two healthcare software companies, Datacam Ltd and Hilex Ltd. The company has been active in developing clinical information software to support multiple specialties with a major focus on cardiology and endoscopy. The software is in use in the majority of hospitals in the United Kingdom and is active in other territories. A wholly owned subsidiary company based in Dublin serves the EU customers and development team is based in Bangladesh supporting the predominantly UK-based team. The company has a hardware research and development team and supplies its own vendor neutral sophisticated image capture and management devices for handling endoscopic images.

Our commitment to the principles of the Modern Slavery Act 2015

HD Clinical is committed to the principles of the Modern Slavery Act 2015. We will not tolerate modern slavery or human trafficking in our business nor within our supply chain.

Our overseas development team is regularly visited on site by one of our company directors to ensure that employment practices and working conditions are fair and ethical.

Our supply chain

Due to the nature of our business, we consider ourselves to be at a low risk of modern slavery in both our business and our supply chain – the majority of what we supply being software directly developed by ourselves and our primary customer being the NHS.

We do not enter into business with any organisation (either in the UK or abroad) which knowingly supports or is found to be involved in slavery or trafficking of any kind.

Our policies in relation to the Modern Slavery Act 2015

We have appropriate policies in place that support the Modern Slavery Act 2015. These are available to all our employees through our company SharePoint site:

- Equality, Diversity and Inclusion Policy
- Grievance Procedures
- Recruitment Policy
- Whistleblowing Policy

As with all our policies, these are regularly reviewed and updated.

Embedding principles to prevent slavery and human trafficking

We are committed to embedding a culture of awareness and understanding through the following actions:

- We will communicate with all our employees, both UK and abroad, on the importance of being aware of modern slavery and trafficking via a range of channels including email and monthly newsletters.
- Employees involved in procurement or buying and those who recruit or deploy staff will be trained on modern slavery and ethical employment practices.
- We will develop modern slavery and human trafficking awareness training for all employees over the next 12 months which will include information on appropriate action to take should they suspect a case of slavery or human trafficking.

This statement was approved by Board on **28th June 2023**, for the financial year ending **31st October 2023**

This statement will be reviewed and updated annually.

A handwritten signature in black ink, appearing to read 'Clive Layton', with a stylized flourish at the end.

Clive Layton

Executive Chairman

28th June 2023