

This statement is made pursuant to section 54 (Transparency in Supply Chains) of the Modern Slavery Act 2015 and constitutes the Modern Slavery Statement for Drake Medox for the financial year ending 30th September 2026.

Introduction:

Medox Paramedical Ltd., trading as Drake Medox, forms part of the Drake International Ltd. group of companies, a global organisation delivering recruitment services across a range of sectors. Drake Medox specialises exclusively in healthcare recruitment, with operations in the United Kingdom, Australia, Canada, and New Zealand.

Since 1978, Drake Medox has supplied temporary and permanent staffing solutions to both the NHS and private healthcare providers. We have earned an excellent and long-standing reputation for both trusted and reliable service delivery, and the high calibre of professionals we source.

Our Commitment:

This Statement outlines the rigorous procedures we uphold to ensure our business and supply chains are free from modern slavery and human trafficking. These standards apply to all employees, candidates, temporary staff, contractors, and anyone representing Drake Medox.

Modern slavery and human trafficking constitute serious criminal offences and violations of fundamental human rights. Drake Medox enforces a zero-tolerance policy towards these practices, as well as any behaviour that may expose individuals to abuse. Our operations are guided by strict ethical standards, and we have established robust systems and controls to prevent such unlawful and unethical practices within our organisation and its supply chain.

We work with both private and NHS organisations who, after a period of consultation, will sign our standard Letter of Agreement, setting out our contract terms, service expectations, processes, and responsibilities. Our NHS organisation clients enter into a standard 'Call Off Contract' in line with the respective Frameworks that NHS Trusts use to appoint agencies and suppliers.

Every third-party provider that we engage within our supply chain is required to pass a mandatory Modern Slavery Act compliance check, and any supplier failing or unwilling to meet the criteria, is excluded from partnership with Drake Medox.

We are dedicated to supporting victims of modern slavery. As a recruitment firm, we recognise that sectors like nursing and social care carry elevated risks for human rights breaches, particularly regarding vulnerable adults and children. We only collaborate with employers who can demonstrate and uphold the same high standards of protection against modern slavery, human trafficking, and the abuse of human rights as those we practice ourselves.

Our Operations and Policies:

Some of the professionals we place are recruited directly by Drake Medox, while others come via businesses contracted as third-party suppliers, mainly located in the Philippines and India.

Regardless of their origin, all workers undergo identical mandatory HR and Occupational Health compliance checks in accordance with UK employment standards, Department of Health guidance, and UK government right-to-work regulations.

Our Modern Slavery Policy is reviewed annually to ensure ongoing effectiveness and compliance with statutory requirements. As part of this review, we request updated Modern Slavery Statements from all providers and partners in our supply chain. We work closely with our suppliers and partners to raise standards and promote transparency throughout our supply chain.

We maintain proactive relationships and communication with professional registration bodies, government and immigration departments, embassies, and organisations such as the REC, NHSE, and Department of Health to stay informed about current legislation and best practice guidelines.

All new staff receive our Modern Slavery Policy and must confirm their understanding as part of their induction. They also complete Modern Slavery awareness training during onboarding, with annual refresher training required for all employees.

Alongside our Modern Slavery Policy, Drake Medox maintains additional policies that uphold ethical standards, including, but not limited to:

- Equal Opportunities & Diversity Policy
- Corporate Social Responsibility Policy
- Health & Safety Policy
- Anti-Bribery & Corruption Policy

We strongly encourage staff, workers, and others to report any concerns or suspicions to Drake Medox senior management. The reporting procedure is clearly outlined in our Whistleblowing Policy, which is also included in the onboarding process for all new employees.

All reports are treated with the utmost seriousness by our senior leadership team, who are committed to conducting prompt and thorough investigations. Should any investigation uncover breaches of the Modern Slavery Act or related human rights violations, we will take decisive action, which may include:

- Collaborating with relevant organisations to improve standards and eliminate future risks
- Removing individuals or organisations from our supply chain if serious breaches are confirmed and other resolution options have been exhausted
- Reporting information to law enforcement agencies as required
- Providing comprehensive support to identified victims

Drake Medox is dedicated to continually enhancing our efforts to combat modern slavery and human trafficking, and to fulfil the obligations set out in the Modern Slavery Act 2015 for UK employers.

Signed:

Date: 7th October 2025

A handwritten signature in cursive script that reads "Susan Orchard".

Susan Orchard, Director
Medox Paramedical Ltd., t/as Drake Medox