

# Modern Slavery Reporting Policy **Policy for Staff and External supply Chain to report 2025-26**

## **COMMITMENT TO Eliminating Modern Slavery**

Freeway Medical, operating under Chromis UK Limited, is committed to combating modern slavery in all its forms within our operations, supply chains, and business practices. We recognize our responsibility to act ethically and with integrity in all our business relationships and are dedicated to implementing and enforcing effective systems and controls to prevent, identify, and respond to suspected instances of modern slavery.



## Providing Transparency to Staff and Supply Chain how to report concerns confidentially

The purpose of this policy is to outline the procedures Freeway Medical has in place for responding to reports of suspected modern slavery. This policy ensures that all staff, suppliers, and partners are aware of the steps to take when reporting concerns and demonstrates our commitment to following best practices in addressing modern slavery risks.

### Scope

This policy applies to all employees, contractors, suppliers, and any third parties working with or on behalf of Freeway Medical and Chromis UK Limited. It is crucial that everyone within our organization and supply chain understands their role in preventing and reporting modern slavery.

### Reporting Concerns

Freeway Medical has partnered with SafeCall, an external, confidential reporting service, to enable staff and supply chain members to report concerns about suspected modern slavery securely and anonymously. This service is available 24/7 and can be accessed via the following link: [www.safecall.co.uk/report](http://www.safecall.co.uk/report).

### Protection for Reporters

Freeway Medical and Chromis UK Limited are committed to protecting individuals who report suspected modern slavery in good faith. No one will suffer retaliation, discrimination, or any form of adverse treatment for reporting concerns.

### 8. Training and Awareness

Freeway Medical will provide training to all staff on recognizing and reporting modern slavery. Suppliers and partners will also be made aware of our commitment to combating modern slavery and the mechanisms in place to report concerns.

### 9. Review of Policy

This policy will be reviewed annually to ensure its effectiveness and compliance with evolving legal standards and best practices. Any updates will be communicated to all relevant parties.

### 10. Contact Information

For further information or clarification regarding this policy, please contact the Freeway Medical Compliance Team or visit our reporting partner's website at [www.safecall.co.uk/report](http://www.safecall.co.uk/report).

### Reporting Process

•**Confidential Reporting:** Individuals can report concerns confidentially via SafeCall, ensuring that their identity remains protected.

•**What to Report:** Report any suspicions or evidence of forced labour, human trafficking, exploitation, or any activities that may be linked to modern slavery.

•**Method of Reporting:** Reports can be made online, by phone, or through other channels provided by SafeCall. Detailed guidance on making a report is available on the SafeCall website.

### Freeway Medical's Response to Reports

Upon receiving a report of suspected modern slavery, Freeway Medical will adhere to the following procedures:

•**Initial Assessment:** The report will be reviewed promptly by the designated compliance team within Chromis UK Limited. All information will be treated confidentially.

•**Investigation:** A thorough investigation will be conducted in accordance with good practice and applicable legal standards. Where appropriate, external experts may be consulted to ensure a comprehensive response.

•**Corrective Actions:** If evidence of modern slavery is found, immediate steps will be taken to address the issue, which may include terminating relationships with non-compliant suppliers, implementing corrective actions, and working with law enforcement as necessary.

•**Feedback:** Where possible, and within confidentiality constraints, the reporter will be provided with feedback on the outcome of the investigation.

This Modern Slavery Reporting document has been reviewed and signed off by the Board of Directors (or equivalent Management Body).

Signed on behalf of Chromis UK Ltd.



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