



Healthcare Solutions

We Power Potential

Modern Slavery Statement

A foreword from delegated representatives of the board

At TTM*, our mission is to enrich lives. We believe in working with exceptional people to realise the highest potential of our people, candidates, and the clients we serve. We stand for and are passionate about 'Making the World Better' – this means using our leadership position to tackle societal issues.

That's why we believe there's no place for slavery in today's world, and we're committed to ensuring it doesn't happen on our watch – simply put we have a zero-tolerance approach to modern slavery and human trafficking. We have published this statement in accordance with the Modern Slavery Act 2015 to set out the proactive steps we're taking. As well as applying to our own business, we expect our suppliers and partners to adhere to this policy, too.

To ensure modern slavery and human trafficking is not taking place in any part of our business or supply chain, we ensure that:

- This statement is reviewed annually to ensure it remains fit for purpose and is issued each year to our staff, candidates and suppliers to raise awareness and check adherence
- All members of our compliance team are trained and have a thorough understanding of their duties in relation to the modern slavery
- All supply chain partners are vetted before being added to our Preferred Supplier List (PSL) and are audited annually where appropriate
- We encourage and expect our supply chain partners to provide training to their staff (and their supply chain) to help further raise awareness
- We conduct due diligence to help identify, assess and mitigate the risk of any violations. Where risks are identified or concerns raised, we conduct a thorough investigation.
- All staff and candidates have access to a dedicated Whistleblowing Helpline. Any concerns raised are escalated with the relevant local authorities and the police.
- All whistleblowing disclosures are treated with total discretion and those making a disclosure receive our full protection.

Modern Slavery Statement

Our business and our people

TTM is a leading provider of healthcare professionals and affiliated services across the UK and Ireland. Healthcare is our primary focus, and we offer a full suite of services and talent across many disciplines - from Doctors and Nurses to Allied Health Professionals. TTM also works with non-medical staff in healthcare settings – including IT, administration, accounts and beyond with head offices in Manchester, England and Ennis, Ireland.

Each office employs a brilliant core team – these individuals power our business, and we take great care to know each one of them. We run our business in accordance with a set of strong moral and cultural values, known as the TTM Family Principles. These help us to uphold the highest standards of honesty, integrity, safety and ethics.

Tackling modern slavery, human trafficking and other forms of exploitation is the responsibility of all staff at TTM. Addressing these issues is a common thread in our policies, training and Standard Operating Procedures (SOPs), including by not limited to:

- Equality, diversity and human rights policy
- Recruitment policy and procedures
- Safeguarding policy
- Compliance policy
- Incidents policy
- Complaints policy
- Whistleblowing policy
- SOPs and training materials.

These policies are reviewed, communicated to and acknowledged by our staff, candidates, suppliers and partners. Within these policies we include warning signs and the process for reporting and escalation. It is a requirement of doing business with TTM that our suppliers also have anti-slavery and anti-trafficking policies in place.

Our supply chain

Our supply chains include, though are not limited to, sourcing candidates globally for clients and the goods and services required for the operation of a typical business (e.g., stationery, office equipment etc.). TTM places thousands of temporary staff per week and hundreds of permanent staff per month. As a talent management agency, we recognise that our sector may be more susceptible to human trafficking than others. We genuinely care about each and every candidate and as such we:

- Take a zero-tolerance approach to modern slavery and human trafficking
- Vet and score each supplier through onboarding due diligence and annual audits
- Seek agreement to TTM's standards, values and ethics from all suppliers
- Spend time getting to know each individual candidate to find work that matches their needs and desires
- Ensure each candidate accepting work with a TTM client has beneficial terms and remuneration agreed.

We believe this candidate focused approach sets us apart. Together with our rigorous policies, it represents a strong line of defence against human trafficking and exploitation. We know our people, spot when something's wrong and don't shy away from tricky conversations.

Delegated representatives of the board and members of executive leadership team approval date: 24.01.2023

P McDonnell

Paula McDonnell
Managing Director

C McDonagh

Colin McDonagh
Finance Director

T Lees

Tommy Lees
Commercial Director

[*] This statement is published on behalf of the TTM group of companies, inclusive of:

- TTM Healthcare Limited (Registered in Ireland)
- Total Talent Management (UK) Ltd (trading as TTM Healthcare) (UK)
- Be Rota Limited (UK)