



Modern Slavery and Human Trafficking Statement

National Clinical Insourcing (NCI)

10th March 2025



a. Organisational Structure, Business, and Supply Chains

National Clinical Insourcing (NCI) is a UK-based, NHS framework-approved provider of elective recovery services. We support NHS trusts by delivering insourced outpatient clinics, diagnostics, and surgical procedures using experienced clinical teams who work on-site at NHS premises. All of our clinicians and operational teams are engaged directly by NCI. We do not recruit from overseas and do not utilise staffing agencies. Our broader supply chain consists primarily of UK-based providers of administrative, IT, and consultancy services.

b. Policies Relating to Slavery and Human Trafficking

NCI maintains a Modern Slavery Policy that reinforces our zero-tolerance approach to slavery and human trafficking. It applies to all staff and suppliers, with clear prohibitions on the use of forced, trafficked or exploitative labour. Suppliers are expected to uphold the same high standards.

c. Due Diligence Processes

We undertake supplier due diligence including reviewing policies, verifying compliance with legislation, and incorporating contractual commitments to anti-slavery practices. All staff undergo right-to-work checks and are recruited directly by NCI.

d. Risk Areas and Mitigation Measures

The risk of modern slavery within our business is low due to our direct engagement model. However, we remain alert to potential risks in support services and mitigate these through supplier assessments and transparency in our supply chain.

e. Measuring Effectiveness

We measure effectiveness through 100% completion of supplier checks, zero reported incidents,



annual policy review, and routine monitoring of working practices.

f. Training and Capacity Building

Awareness of modern slavery is included in onboarding and training for relevant staff. We encourage a culture of openness to report concerns without fear of reprisal.

Board Approval

This statement has been approved by the Directors of National Clinical Insourcing and will be reviewed annually.

Signed: Zarir Chaudhuri

Managing Director

Date: 10 March 2025