

Beehive Solutions – Managed Ultrasound Service

Modern Slavery Policy and Statement

1. Beehive Solutions Ltd is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. Beehive Solutions Ltd is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. Beehive Solutions Ltd provides appropriate training and awareness information for all
In particular:
 - Our Administrative staff, HR personnel, and/or staff involved in our procurement and supply chains undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
 - All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to identify an appropriate contact(s), by name or by role.
5. Reports surrounding these issues are taken extremely seriously by our managing director, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
 - Working with the appropriate organisations to improve standards,
 - Removing that organisation from our preferred supplier list,
 - Passing details to appropriate law enforcement bodies.
6. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:
 - The effectiveness of enforcement against suppliers who breach policies,
 - The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
7. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.

8. We would also recommend reading this in conjunction with our other policies, including our:

- Anti-bribery / corruption policy, and
- Whistle-blowing policy.

This policy was adopted on 28th December 2018 after being agreed by our Managing Director / the partners. It is reviewed annually.

This statement is made as part of Sonographers Medical's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Sonographers Medical operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act, and relates to the financial year 1st April 2018 to 1st April 2019. It was approved by the Managing Director on 28th December 2018.

1 Our Business

Beehive Solutions is a limited company operating in the NHS sector. We supply Managed Ultrasound Services to the NHS and other medical sectors.

Beehive Solutions is an independent business.

1.1 Who we work with

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff.

1.2 Other relationships

As part of our business, we also work with the following organisations:

- sector-specific professional and regulatory bodies
- sector-specific industry bodies
- the Recruitment and Employment Confederation (www.rec.uk.com)

2 Our Policies

Beehive Solutions has a modern slavery policy available in the quality assurance system.

In addition, Beehive Solutions has the following policies which incorporate ethical standards for our staff.

- **Recruitment Policy**
- **Equality opportunities and diversity policy**
- **Equal Opportunities and harassment statement**
- **Anti-bribery and corruption Policy**

- **Corporate Entertainment Policy**
- **Complaints Policy**
- **Labour Standards assurance policy**

2.1 Policy development and review

Beehive Solutions policies are established by our Managing Director, based on advice from HR professionals, industry best practice and legal advice, and in consultation with Framework agreement, REC and ACAS. We review our policies annually, or as needed to adapt to changes.

3 Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- We conduct audits before entering into a commercial relationship with any business where there is the potential for risk. These audited businesses form the basis of our preferred supplier list.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We require the businesses we work with to abide by our code of supplier conduct.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- We ensure that all of our suppliers are members of appropriate industry bodies and working groups.

Our staff are encouraged to bring any concerns they have to the attention of management.

4 Our Performance

As part of monitoring the performance of Beehive Solutions, we track the following general key performance indicators:

- Non-conformance to framework agreements

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our Managing Director:

- the effectiveness of enforcement against suppliers who breach policies
- the amount of time spent on audits, re-audits, spot checks, and related due diligence

We benchmark our indicators against industry best-practice, in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

5 Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

- All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

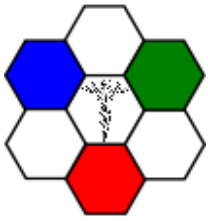
As part of this, our staff are encouraged to discuss any concerns that they have.

Training is refreshed annually.

Created: Dec 2018
K Rendell. Director

Date of Last review: 20/05/2025





Beehive Medical Solutions

Healthcare consumables – Managed Service Solution.

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