

Radiology Management Solutions Limited (RMS)
Modern Slavery and Human Trafficking Statement

Reporting Period: April 2025 to March 2026

Version: 2.0

Approved By: RMS Board of Directors

Authors: Jason Massa / Claire Fairclough

Review Frequency: Annual

Last Review: Apr 2026

Next Review: Apr 2027

Introduction

Radiology Management Solutions Limited (RMS) is committed to acting ethically, transparently and with integrity in all business relationships. We are committed to preventing modern slavery, servitude, forced labour and human trafficking within our business operations and supply chain.

Although RMS does not currently meet the turnover threshold under Section 54 of the Modern Slavery Act 2015, we recognise our responsibility as a healthcare provider and supplier to NHS and independent healthcare organisations to maintain robust governance arrangements and demonstrate best practice in relation to modern slavery prevention.

This statement outlines the steps RMS has taken, and will continue to take, to minimise the risk of modern slavery within our organisation and supply chain.

Our Organisation

RMS is a specialist diagnostic imaging and radiology solutions provider operating primarily across the United Kingdom, with a focus on supporting NHS organisations and independent healthcare providers.

Our services include:

- Diagnostic imaging and radiology workforce solutions
- Clinical and operational support services
- Mobile and community diagnostic services
- Consultancy and service transformation support

As a healthcare organisation working within regulated environments, RMS recognises the importance of maintaining high standards of safeguarding, workforce welfare, governance and ethical employment practices.

Our Commitment

RMS has a zero-tolerance approach to modern slavery and human trafficking. We are committed to:

- Acting ethically and with integrity in all business dealings
- Maintaining effective systems and controls to reduce the risk of modern slavery
- Ensuring fair, lawful and transparent recruitment practices
- Working with suppliers and partners who share our values

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- Promoting a culture where concerns can be raised safely and without fear of retaliation

We recognise that modern slavery can take many forms including forced labour, debt bondage, exploitation through recruitment practices, human trafficking and coercion.

Governance and Responsibility

Overall responsibility for this statement and RMS’s anti-slavery approach sits with the RMS Board of Directors.

Operational responsibility is delegated to Head of Governance who is responsible for:

- Monitoring compliance with relevant legislation and internal policies
- Ensuring recruitment and onboarding practices are compliant and ethical
- Reviewing supplier arrangements where relevant
- Supporting staff training and awareness
- Investigating concerns raised through governance or whistleblowing mechanisms
- Risk Assessment

RMS considers the overall risk of modern slavery within its directly employed workforce to be low due to:

- UK based operations
- Regulated healthcare environments
- Professional registration requirements for many workforce groups
- NHS aligned governance standards
- Structured recruitment and right to work verification processes

Potential areas of higher risk may include:

Temporary workforce supply chains
 Overseas manufactured equipment or consumables
 Third party service providers
 Agency or subcontracted staffing arrangements

However RMS do not use workforce supply chains that are not subject to the professional registration requirements. RMS continues to monitor third party providers of equipment proportionately.

Due Diligence and Recruitment Controls

RMS undertakes appropriate due diligence processes to reduce the risk of exploitation and unethical employment practices.

These measures include:

- Right to work checks
- Identity verification
- Enhanced DBS checks
- Professional registration checks
- Reference verification

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- Compliance with NHS employment standards where applicable
- Direct payment into individual employee bank accounts
- Monitoring for unusual recruitment or payment practices

Where third party suppliers or contractors are used, RMS seeks assurance that appropriate employment and ethical standards are maintained.

Supply Chain Management

RMS works predominantly with NHS organisations, healthcare providers and established commercial suppliers.

We expect suppliers and partners to:

- Comply with all relevant employment legislation
- Operate ethically and transparently
- Prevent forced labour and exploitation within their operations
- Demonstrate appropriate safeguarding and workforce governance arrangements

Where proportionate and appropriate, RMS may request evidence of supplier policies or assurances relating to:

- Modern slavery
- Equality and diversity
- Safeguarding
- Workforce governance
- Ethical employment practices

Policies Supporting Modern Slavery Prevention

RMS maintains policies and procedures that support the prevention of modern slavery and unethical employment practices, including:

- Anti-Slavery and Human Trafficking Policy
- Whistleblowing Policy
- Recruitment and Selection Procedures
- Safeguarding Policies
- Equality, Diversity and Inclusion Policy
- Grievance and Disciplinary Procedures
- Supplier Standards and Procurement Controls

These policies are reviewed periodically to ensure they remain effective and aligned with legislation and organisational requirements.

Training and Awareness

RMS is committed to improving staff awareness of modern slavery risks.

Relevant staff receive information and guidance relating to:

- Identifying signs of exploitation or coercion
- Appropriate escalation routes

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- Safeguarding responsibilities
- Whistleblowing arrangements
- Ethical recruitment practices

Training may be delivered through:

- Induction processes
- Governance updates
- Mandatory training platforms
- Policy awareness communications
- Key Performance Indicators (KPIs)

To monitor the effectiveness of our approach to preventing modern slavery, RMS will measure performance against the following KPIs during the 2026 reporting period:

KPI	Target	Reporting Method
Staff completing modern slavery or safeguarding awareness training	Minimum 95% of relevant staff	Annual training compliance review
New starters completing right to work and identity verification before commencing duties	100% compliance	Recruitment audit
Suppliers reviewed against ethical and governance requirements where applicable	100% of new key suppliers	Procurement review
Concerns raised through whistleblowing or governance processes relating to exploitation	All concerns reviewed and investigated within 10 working days	Governance reporting
Annual review of anti-slavery related policies	Completed annually	Policy review log
Staff provided access to whistleblowing procedures	100% of workforce	Induction and policy records
Recruitment files audited for compliance	Minimum quarterly audit programme	Internal compliance audit

RMS management will review these KPIs annually and implement improvements where required.

Continuous Improvement

During the next reporting period RMS intends to:

- Continue strengthening governance and recruitment assurance processes
- Increase staff awareness of modern slavery indicators
- Improve documentation of supplier due diligence activities
- Review procurement processes to incorporate proportionate ethical assurance checks
- Continue reviewing policies in line with legislation and NHS best practice guidance
- Approval

This statement has been approved by the RMS Board of Directors and will be reviewed annually.

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Signed on behalf of Radiology Management Solutions Limited.

Name: Jason Massa
Position: Chief Executive Officer
Date: 01.04.2026

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