



Document Title:	<b>DOT MEDICAL HUMAN RESOURCE POLICY Modern Slavery Act</b>	Effective Date:	<b>27 Mar 2026</b>		
Document Type:	<b>Policy</b>	Revision N <sup>o</sup> :	<b>2</b>		
		Pages	<b>1 of 3</b>	Document N <sup>o</sup> :	<b>POL-013</b>

## Modern Slavery Policy Dot Medical Limited

### 1. Policy Statement

Dot Medical Limited is committed to preventing modern slavery, servitude, forced or compulsory labour, and human trafficking in all areas of its business and supply chains. Modern slavery is defined within the Modern Slavery Act 2015 as conduct involving “slavery, servitude and forced or compulsory labour” and “human trafficking”.

Although Section 54 of the Modern Slavery Act 2015 requires modern slavery statements only from organisations with an annual turnover of £36 million or more, Dot Medical Limited voluntarily upholds the principles and good-practice expectations set out in the Act and associated statutory guidance.

Dot Medical Limited has achieved **CQC certification**, reflecting a strong safeguarding framework that helps ensure risks of abuse—including those potentially linked to modern slavery—are identified and escalated appropriately.

### 2. Scope of the Policy

This policy applies to:

- All employees
- All operational activities undertaken by Dot Medical Limited

### 3. Relevant Legislation and Guidance

This policy aligns with the following:

- The Modern Slavery Act 2015
- Updated UK Government statutory guidance (2025–2026) explaining expectations for modern slavery statements and proactive risk management
- Home Office guidance emphasising that modern slavery is widespread and that businesses must actively identify risks rather than assume the absence of incidents represents safety

### 4. Our Commitments

#### 4.1 Zero-Tolerance Approach

Dot Medical Limited maintains a zero-tolerance stance on modern slavery and human trafficking across all of its operations.

#### 4.2 Supplier Standards and Due Diligence

We commit to:

- Working only with reputable manufacturers and partners
- Expecting suppliers to implement their own modern slavery prevention measures

#### 4.3 Safeguarding and CQC-Aligned Procedures

Dot Medical Limited follows safeguarding procedures consistent with CQC expectations. These processes help ensure early detection of abuse concerns, including possible indicators of modern slavery.

#### 4.4 Risk Assessment and Mitigation

We will:

- Routinely assess our suppliers and manufacturers
- Document and act on any identified vulnerabilities





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#### 4.5 Reporting Concerns

Staff, are encouraged to report suspected modern slavery or abuse through Dot Medical Limited's safeguarding or whistleblowing channels. Transparency and appropriate remediation are integral to our response.

#### 4.6 Training and Awareness

We provide safeguarding and modern slavery awareness training to employees, ensuring that staff understand the signs of exploitation and the steps to take when concerns arise.

#### 5. Voluntary Modern Slavery Statement

Even though Dot Medical Limited does not meet the statutory turnover threshold for mandatory reporting, we may publish a voluntary Modern Slavery Statement. Updated statutory guidance encourages organisations below the threshold to demonstrate good-practice transparency.

#### 6. Responsibilities

- **Managing Director** Oversight of compliance and policy implementation
- **Managers:** Supplier reviews, safeguarding escalation, and operational compliance
- **Employees:** Awareness, reporting concerns, and adherence to procedures

#### 7. Continuous Improvement

Dot Medical Limited is committed to reviewing and strengthening this policy annually. As government expectations evolve, we will ensure our practices align with emerging standards and best practice.



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