



WHERE YOUR FUTURE BEGINS

MODERN SLAVERY STATEMENT



INTEGRITY

We do what
is right.



TRANSPARENCY

We are open and
accountable.



RESPECT

We value every
individual.



RESPONSIBILITY

We take ownership
and act responsibly.



Together, we can build a world free from modern slavery.
INTEGRITY. RESPECT. ACCOUNTABILITY.

About OMRA LTD

OMRA Ltd is a UK based healthcare workforce and clinical services provider, delivering high-quality insourcing solutions. We specialized in recruitment, placement and management of experienced healthcare professionals, supporting the delivery of safe, effective and patient-centered care. Our services include the provision of clinical staff, workforce management, elective care insourcing programmes and operational support designed to help healthcare providers meet increasing service demands while maintaining the highest standards of quality and governance.

At OMRA Ltd, we are committed to conducting our business with honesty, integrity and respect for human dignity. We recognize our responsibility to identify, prevent and address the risks of modern slavery, human trafficking, forced labour, and exploitation within our operations and throughout our supply chains.

Our governance framework is underpinned by robust recruitment practices, compliance, monitoring, ethical procurement and adherence to UK employment legislation. We operate transparent recruitment processes, verify the identity and right to work of all workers and ensure that all individuals are engaged freely, treated fairly and receive lawful pay and working conditions.

As an organization committed to continuous improvement, OMRA Ltd works closely with clients, suppliers and workforce partners to promote ethical business practices and strengthens safeguards against modern slavery. We believe that protecting vulnerable individuals and maintaining responsible business practices are fundamental to delivering trusted healthcare services.

Modern Slavery & Human Trafficking Statement

Policy Statement

OMRA is committed to acting ethically, with integrity, and in compliance with all applicable laws and regulations. We have a zero-tolerance approach to modern slavery, human trafficking, forced labour, servitude and exploitation in any form.

The Modern Slavery Act 2015 requires organizations to be transparent about the measures they take to prevent modern slavery and human trafficking within their business operations and supply chain. The Act includes provisions, relating to slavery, servitude, forced or compulsory labour, and human trafficking, together with measures to protect victims.

This statement outlines OMRA Ltd commitment to identifying, preventing and addressing any risks of modern slavery and human trafficking within our organization and throughout our supply chain.

Our Commitment

OMRA Ltd is committed to:

- Conducting business in an ethical and responsible manner.
- Ensuring that modern slavery and human trafficking do not occur within our organization or supply chain
- Maintaining effective systems and controls to identify and mitigate risks of exploitation
- Complying with all relevant employment, immigration and human rights legislation
- Promoting a culture of transparency, accountability and respect for human rights.

OMRA Ltd is committed to preventing modern slavery and human trafficking in all its forms. We uphold the dignity and rights of all people to operating ethically, transparently and responsively in everything we do.

Recruitment and Employment Practices

OMRA Agency operates robust recruitment and compliance procedures to ensure that all workers:

- Have the legal right to work in the United Kingdom.
- Are recruited through lawful and ethical processes.
- Work voluntarily and are free to leave employment in accordance with contractual requirements.
- Receive fair pay and working conditions in line with applicable legislation.
- Have access to support and guidance if they believe they may be at risk of exploitation.

Supply Chain Responsibility

We expect all suppliers, contractors, business partners and associated organizations to uphold the same high standards and to comply fully with the Modern Slavery Act 2015.

We appropriate due diligence checks may be undertaken to assess compliance and identify potential risks within our supply chain.

Reporting Concerns

All employees, agency workers, contractors and business partners are encouraged to report any concerns regarding suspected modern slavery, human trafficking, forced labour or exploitation.

Any concerns should be reported immediately to a line manager, consultant, compliance officer or senior member of management. All reports will be treated seriously, investigated appropriately and handled confidentially wherever possible.

OMRA Ltd will not tolerate retaliation against any individual who raises a genuine concern in good faith.

Training and Awareness

OMRA Ltd is committed to raising awareness of modern slavery and human trafficking among its workforce. Staff are expected to remain vigilant for signs of exploitation and to understand their responsibilities for identifying and reporting concerns.

Modern Slavery Risk Management

OMRA Ltd recognizes that the primary areas of potential modern slavery risk within our organization relate to the recruitment and engagement of workers and the procurement of goods and services through our supply chain. Although we consider the overall risk to be low, we remain committed in maintaining effective controls to identify, prevent and mitigate any risks of modern slavery or human trafficking.

To manage these risks, OMRA Ltd will:

- Ensure that modern slavery risk assessment forms an integral part of our Procurement Policy and supplier due diligence processes, requiring suppliers and business partners to demonstrate ethical labour practices and compliance with the UK Modern Slavery Act 2015.
- Incorporate consideration of modern slavery risks into our recruitment, onboarding, and workforce compliance procedures, ensuring that all workers are recruited through lawful, transparent, and ethical processes.
- Review and update relevant employment policies and procedures to strengthen safeguards against forced labour, human trafficking, debt bondage, and other forms of worker exploitation.
- Conduct appropriate pre-engagement checks, including verification of identity, Right to Work, professional registrations, employment history, and references, in line with NHS Employment Check Standards and applicable UK legislation.
- Promote awareness of modern slavery among employees, managers, and those responsible for recruitment, procurement, and supplier management through regular training and guidance.
- Encourage all employees, workers, suppliers, and business partners to report any concerns regarding suspected modern slavery through our Whistleblowing and Freedom to Speak Up procedures, ensuring that all concerns are investigated promptly and confidentially.

Review

This statement will be reviewed periodically to ensure ongoing compliance with the Modern Slavery Act 2015 and support continuous improvement in safeguarding individuals from exploitation and abuse.

OMRA Ltd remains committed to protecting human rights and ensuring that modern slavery and human trafficking have no place within our organization or supply chains.

Policies and Procedures – Recruitment and employment Confederation (REC)

OMRA is committed to maintaining the highest standards of professional conduct, ethical recruitment and regulatory compliance in all aspects of its operations. In line with best recruitment practices, OMRA Ltd adopts principles consistent with the Recruitment and Employment Confederation (REC) Code of Professional Practice, ensuring that all recruitment activities are conducted fairly, transparently and responsibly.

OMRA Ltd Adheres to the following ten core principles:

- 1. Respect for Laws**
OMRA Ltd complies with all applicable employment, recruitment, immigration, equality, data protection, health and safety and other relevant legislative and regulatory requirements.
- 2. Respect for Honesty and Transparency**
We conduct all business activities with integrity, openness and honesty ensuring that clients, candidates, and employees receive accurate and timely information.
- 3. Respect for Work Relationship**
We foster professional, respectful and collaborative relationships with clients, candidates, employees and business partners promoting trust and mutual understanding.
- 4. Respect for Diversity**
OMRA Ltd promotes equality, diversity and inclusion and is committed to providing equal opportunities regardless of race, ethnicity, nationality, religion, age, gender, sexual orientation, marital status, disability or any other protected characteristic.
- 5. Respect for Safety**
We are committed to protecting the health, safety and wellbeing of all employees, agency workers, clients, patients, and service users by promoting safe working practices and compliance with health and safety requirements.
- 6. Respect for Professional Knowledge**
OMRA Ltd supports continuous professional development and encourage all staff and agency workers to maintain and enhance their skills, knowledge and professional competence.
- 7. Respect for Certainty of Engagement**
We ensure that candidates and workers receive clear, accurate and transparent information regarding assignments, terms of engagement, rates of pay, working condition and contractual obligations.
- 8. Respect for Prompt and Accurate Payment**
OMRA Ltd is committed to ensuring that workers are paid accurately and on time in accordance with agreed terms and applicable legislation.

9. Respect for Ethical International Recruitment

We support ethical recruitment practices both domestically and internationally and prohibit any form of exploitation, discrimination, modern slavery or human trafficking.

10. Respect for Confidentiality and Privacy

OMRA Ltd safeguards personal and sensitive information and processes all data in accordance with applicable data protection legislation and confidentiality requirements.

OMRA is dedicated to delivering recruitment and staffing services in a professional, ethical, lawful and transparent manner. Through adherence to these principles, we aim to provide high-quality services, protect the interests of our workers and clients and maintain the highest standards of integrity within the healthcare recruitment sector.

Performance Indicators

OMRA Ltd Compliance Department uses range of performance indicators to assess the effectiveness of our measures to prevent modern slavery, human trafficking, forced labour and all forms of worker exploitation within our business operations and supply chains.

These indicators include:

- Reviewing worker addresses that indicate an unusually high number of agency workers residing at the same property, which may suggest overcrowding, exploitation or potential trafficking concerns.
- Monitoring contact telephone numbers that are shared by multiple unrelated workers, which may indicate third-party control over workers or restrictions on workers' independence.
- Verifying that workers maintain control over their own identity documentation, passports, bank accounts and contact information.
- Monitoring unusual payment arrangements, including requests for wages to be paid into accounts not belonging to the worker.
- Reviewing recruitment patterns that may indicate coercion, debt bondage or unethical recruitment practices.
- Conducting regular audits of recruitment processes and labour supply chains to identify and mitigate modern slavery risks.

Any concerns identified through these indicators will be investigated promptly by the Compliance Team. Where appropriate, OMRA Ltd will work with relevant authorities, clients, and regulatory bodies to ensure the protection of workers and compliance with the Modern Slavery Act 2015 and other applicable legislation.