

Sm8rtHealth LLP

Modern Slavery Policy

Confidentiality

Sm8rtHealth LLP is committed to ethical and sustainable conduct across all its operations. This Modern Slavery Policy outlines the approach Sm8rtHealth LLP follows to identify, manage, and address modern slavery risks within its operations and supply chains in compliance with New Zealand law.

Modern Slavery Obligations

Modern slavery refers to severe worker exploitation, including forced labour, human trafficking, debt bondage, servitude, deceptive recruiting, child labour, and the exploitation of vulnerable workers, such as migrants.

In New Zealand, while there is no specific "modern slavery" law as in the UK or Australia, Sm8rtHealth LLP adheres to a range of New Zealand legislative frameworks that protect workers' rights, such as:

- **The Employment Relations Act 2000:** Promotes good faith in employment relationships and ensures fair employment conditions.
- **The Health and Safety at Work Act 2015:** Ensures the safety of all workers.
- **The Immigration Act 2009:** Protects migrant workers from exploitation.
- **The Minimum Wage Act 1983:** Ensures fair remuneration for all workers.

Although New Zealand does not currently mandate modern slavery statements for businesses, Sm8rtHealth LLP has chosen to voluntarily address modern slavery risks and maintain responsible business conduct in all areas of its operations.

Actions to Identify and Address Modern Slavery Risks

Sm8rtHealth LLP is dedicated to preventing modern slavery in all its forms and enhancing practices to combat it. We are committed to the following actions:

- **Zero Tolerance:** Prohibiting any form of modern slavery within our operations and supply chains.
- **Legal Compliance:** Ensuring full compliance with New Zealand employment laws, supporting responsible labor standards, fair wages, and ethical recruitment practices, including applying for Living Wage Accreditation.
- **Risk Management:** Integrating modern slavery risk considerations into our existing risk management processes, identifying potential risks across our operations.
- **Supplier Engagement:** Including clauses in supplier RFPs to assess suppliers' own modern slavery risks in their operations and supply chains. We commit to working with our suppliers to ensure their adherence to ethical labour practices.
- **Incident Reporting and Action:** Requiring our key suppliers to report any suspected or actual incidents of modern slavery. If any such cases are identified, Sm8rtHealth LLP will take prompt, appropriate action.
- **Employee Training:** Introducing specialised training for employees to help them identify modern slavery risks and understand what steps to take if they have concerns.
- **Confidential Reporting:** Providing a non-discriminatory and safe working environment where employees can raise human rights or modern slavery concerns through a confidential whistleblowing hotline.

Ongoing Commitment

Sm8rtHealth LLP will continue to review and improve our Modern Slavery Policy in response to evolving legislation and best practices within New Zealand. This policy will be regularly updated to reflect any changes in New Zealand's legal landscape and to ensure we remain at the forefront of responsible business practices.