

## Modern Slavery Statement

This statement is made by ReStart Consulting Ltd (trading as ReStart).

This statement covers the period 1 July 2024 to 30 June 2025.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

ReStart respects the international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the U.K.'s Modern Slavery Act 2015. We strive to respect and promote human rights in our relationships with our employees, suppliers, and partners.

For purposes of the U.K.'s Modern Slavery Act 2015 Section 54, ReStart are not required to produce a slavery and human trafficking statement we choose to voluntarily provide this statement as we are committed to ensuring we provide a respectful and highly effective business that is free from harm, intimidation, harassment or fear.

### **ORGANISATIONAL STRUCTURE AND BUSINESS**

ReStart is the leading NHS interoperability consultancy in the UK, established in 2003. For two-decades, we have provided over 100 NHS organisations with integration services, expert consultancy, and unwavering integration environment support. Our team of interoperability specialists boasts a profound understanding of diverse clinical and administrative systems intrinsic to the NHS. This unique knowledge equips us to deliver interoperability solutions swiftly and economically to NHS organisations.

We provide technical expertise and advisory services to our clients, as an interoperability solution provider, enabled by decades-long partner relationships and expertise, required to support their technology needs. Our unique go to market strategy is supported by a strong operational platform that includes scalable information technology and processes, and a culture of continuous business process transformation and improvements.

Our principal offices are located in Exeter with additional locations and remotely based staff throughout the United Kingdom.

### **RISKS OF MODERN SLAVERY**

Given the nature of our business (the supply of information technology products and services), the high levels of education and training required of our staff members, the location and visibility of our operations, and the strength of our corporate policies, the risk of modern slavery occurring in our core operation is very low.

### **OUR SUPPLY CHAINS**

Our supply chain includes tier 1 software vendors from around the world, some of these suppliers are among the world's largest companies with extensive and global supply chains of their own.

## **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business, to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chains.

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we:

- have in place systems to facilitate and encourage the reporting of concerns and to protect whistle blowers, which incorporates a strict no retaliation policy; require all employees to complete
- compliance training; and.
- expect all points in our supply chains to adopt suitable anti-slavery and human trafficking policies and processes; are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains.

## **SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

We have zero tolerance to slavery and human trafficking, and we expect all our suppliers to adopt similar ethics and values. We have and expect contractual commitments from suppliers to adhere to law.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training on modern slavery as part of a wider ethics training program.

## **REMEDIATION**

In the event that an incident of modern slavery was discovered in our supply chain, we would immediately take such a discovery to the partner or supplier at issue. Insight would work with the partner or supplier at issue to remove any confirmed violation of the principles or terminate business with the partner or supplier at issue if the finding was disregarded or continued.

## **ASSESSING THE CONTINUING EFFECTIVENESS OF OUR ACTIONS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

We are committed to having transparency in our supply chains to remove slavery and human trafficking. We have required staff to complete training on modern slavery as part of a wider ethics training program.

We continue to review our policies and procedures to ensure those policies and procedures reflect best practice and that any instances of modern slavery or human trafficking are detected and reported through the appropriate channels.

This statement has been approved by the Directors of ReStart Consulting Ltd.

*Lorraine Edmunds*

And signed on behalf of Restart Consulting Ltd by Lorraine Edmunds (Company Secretary)