

Modern Slavery Statement



ARKADIA
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Modern Slavery and Human Trafficking Statement

Financial Year 2025/2026

1. Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Arkadia Clinical Solutions Limited to prevent modern slavery and human trafficking within our business and supply chains.

As a private organisation supplying services to the NHS, we recognise our responsibility to uphold high ethical, social, and labour standards consistent with NHS values.

2. Our Business

Arkadia Clinical Solutions Limited is a private limited company providing clinical services to NHS organisations, including insourced clinical services delivered in NHS settings.

Our operations are primarily based in the UK, and our workforce consists of directly engaged staff.

3. Our Supply Chains

Our supply chains include:

- Clinical and non-clinical staffing (where applicable)
- Medical equipment and consumables
- IT systems and data services
- Professional and support services

Where possible, we utilise NHS approved procurement frameworks and reputable suppliers that are required to comply with applicable labour and human rights legislation.

4. Policies and Commitments

We have implemented policies to support our commitment to preventing modern slavery, including:

- Anti-Slavery and Human Trafficking Policy
- Code of Conduct
- Recruitment and Right-to-Work Policy
- Whistleblowing Policy
- Safeguarding Policies

These policies apply to all employees, contractors, and suppliers.

5. Due Diligence and Supplier Management

To identify and mitigate risks of modern slavery, we:

- Carry out right to work and employment eligibility checks
- Use transparent recruitment and pay practices

- Conduct supplier due diligence during onboarding
- Require suppliers to confirm compliance with the Modern Slavery Act 2015
- Reserve the right to terminate contracts where serious breaches are identified

6. Risk Assessment

We consider the risk of modern slavery within our directly employed workforce to be low due to:

- UK based recruitment
- Compliance with NHS workforce standards
- Clear employment contracts and pay structures

Potential risks may exist within extended supply chains, particularly in relation to:

- Agency staffing
- Overseas-manufactured goods
- Subcontracted support services

We take a proportionate, risk-based approach to managing these risks.

7. Training and Awareness

Relevant staff receive training on:

- Safeguarding and exploitation indicators
- Ethical recruitment and labour practices
- How to raise concerns confidentially

Concerns can be raised through line management, safeguarding leads, or whistleblowing channels.

8. Monitoring and Effectiveness

We review the effectiveness of our approach by:

- Monitoring incidents and concerns
- Reviewing supplier compliance
- Updating policies annually
- Aligning with NHS and government guidance

9. Approval

This statement has been approved by the Board of Arkadia Clinical Solutions Limited and will be reviewed annually.

Signed: 

Name: Jeanette Johnstone

Title: Director

Date: 15th December 2025