

Modern Slavery and Human trafficking Statement

1. Introduction

The Modern Slavery Act 2015 was enacted by the Parliament of the United Kingdom to combat slavery and human trafficking. As a business Cellular Pathology Services are committed to ensuring the business practices in place contribute to the abolition of modern slavery and human trafficking and take a serious perspective to the issues raised in the Act.

CPS provides comprehensive and customised histopathology and cytopathology services to the independent and NHS sector. We deliver a complete range of histology services with rapid turnaround times directly from our CQC registered and ISO 15189 accredited laboratory.

CPS are committed to preventing modern slavery and to prevent workers from being subjected to modern slavery in our supply chains. As an equal opportunities employer CPS is committed to creating an inclusive non-discriminatory working environment for all staff.

2. Commitment to the Principles of the Modern Slavery Act 2015

This Anti-Slavery and Human Trafficking statement reflects our commitment to act ethically and with integrity in our business relationships. As an equal opportunities employer CPS is dedicated and takes a pro-active approach to ensure there is a non-discriminatory and inclusive working environment. At CPS the vision is to create a vibrant place to work where difference is recognised as a strength and where talented people can learn and grow to achieve their highest potential. There is an open transparent culture that encourages staff to report concerns and suspicions relating to the issue of modern slavery and trafficking.

3. Contracts and Procurement

CPS reviews contracts with suppliers and clients to ensure, where possible, they contain appropriate provisions to ensure our business partners and suppliers trade ethically and take appropriate steps to ensure there is no slavery or human trafficking in their businesses. Where necessary, we will seek to put appropriate contractual protections in place through Service Level Agreements. Goods and services procured for business needs is restricted to specialist suppliers primarily based in the UK. To prevent staff identification deception there are full HR checks in place including DBS checks, right to work and person ID checks. Due to the nature of the business CPS can be deemed at low risk of modern slavery in the business and supply chain.

4. Training & Awareness

All staff have a duty to report suspicions on modern slavery and trafficking. Policies on code of conduct, bullying and harassment, equality, diversity and inclusion are available to all staff and form part of the local induction processes.

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