

# Modern Slavery Act Transparency Statement for

## Pickford's Pharmacy Group

### **OPENING STATEMENT FROM SENIOR MANAGEMENT**

Pickford's Pharmacy Group is dedicated to preventing modern slavery and human trafficking from taking place within its business and supply chain and we place the same expectation on our suppliers.

This Statement is made pursuant to Section 54 of Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending March 2020.

### **STRUCTURE AND SUPPLY CHAINS**

Pickford's Pharmacy is an independent pharmacy group. We operate 20 pharmacies across the Leicestershire, Northamptonshire and South Yorkshire regions. Our first pharmacy at Rushey Mead, Leicester was opened by Frank William Pickford in 1939 on the eve of World War II and since then the group has expanded steadily.

The company now employs around 80 staff members, the vast majority of them from the local area. It is our staff that make the difference to the hundreds of customers and patients who use our pharmacies every day. We are extremely proud of our staff, many of whom have been working with us from the early days of the company.

At Pickford's pharmacy we offer a range of innovative services aimed at improving the health and wellbeing of the local community. Services include: Blood Pressure Monitoring, Diabetes screening, Smoking Cessation, Flu Vaccinations and Travel Medicines/Advice. These services are provided by our highly trained pharmacists in a private consultation room with no appointments required.

We pride ourselves on our excellent customer service along with the care which we provide to go that extra mile for our customers. Our motto is, no matter how small or large a problem, we are always here to help .....

Unlike some other pharmacies, we are still investing heavily in our business and in our people and are able to respond quickly to new opportunities that would make a difference to our customers and patients.

We always appreciate hearing from our customers so contact us through our pharmacies, our head office or via our feedback form if you would like to speak with us.

The following weblink provides more information regarding the nature of our business [www.pickfordspharmacy.com](http://www.pickfordspharmacy.com)

The nature of our business requires that we work in conjunction with a range of suppliers who are regulated manufacturers and distributors of medical-surgical products, medical devices and pharmaceutical products.

Pickfords Pharmacy Limited

Registered in England. Company Number 13792339

Registered office: Pickford House • 20 High View Close • Vantage Park • Hamilton • Leicester • LE4 9LJ

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## **POLICIES RELATING TO SLAVERY AND HUMAN TRAFFICKING**

Our Anti-Slavery and Human Trafficking policy is supported by policies on Human Resources and Whistleblowing and the framework and policies we have in place for the procurement of goods and services for the business. Employees who need to understand our commitment as part of their roles, in particular those working in human resources, agency staff recruitment and in procurement of goods and services, are provided with training on our standards and processes and on how to spot and react to modern slavery issues.

We ensure our suppliers are aware of our policies, and encourage them to adopt the same high standards.

## **DUE DILIGENCE PROCESSES RELATING TO SLAVERY AND HUMAN TRAFFICKING**

As part of our efforts to monitor, manage and reduce the risk of slavery and human trafficking occurring within our business or supply chains, we adopt the following due diligence procedures:

Our processes aim to:

Identify, monitor and manage areas of potential risk in our business and supply chains;

Scrutinise any identified areas of risk within our business and supply chains;

Adopt a zero tolerance approach to slavery and human trafficking throughout the organisation and our supply chains;

Provide support and protection from detriment or disadvantage to any person who, in the public interest, raises genuine concerns amounting to a protected disclosure.

## **RISK AND COMPLIANCE**

Our organisation regularly evaluates the nature and extent to which our business and our supply chains are exposed to the risk of modern slavery occurring.

We ensure our suppliers are aware of our policies, and encourage them to adopt our high standards. We adopt a zero tolerance approach to slavery and human trafficking throughout the organisation which extends to our supply chains.

## **SUCCESS AND EFFECTIVENESS OF OUR PROCESSES**

We regularly review our monitoring program to ensure our actions are appropriate and we believe our efforts to date have been effective in preventing slavery and human trafficking from being part of our organisation.

## **TRAINING**

We ensure all employees are aware of the risks of modern slavery and human trafficking in our business and supply chains. Detailed below are examples of the training programmes we have in place to enable our employees to identify and report any potential breaches of the organisations anti-slavery and human trafficking policies.

- Including specific questions on Modern Slavery Act compliance in our due diligence process for suppliers;
- Reviewing and conducting checks on our existing suppliers on a risk assessed basis for Modern Slavery Act compliance;
- Obtaining a contractual right to request information and audit suppliers at our discretion with regards to Modern Slavery; and
- Including Modern Slavery Act compliance in our supplier audits

## **FURTHER ACTIONS, APPROVAL AND ENDORSEMENT**




Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take any necessary steps to tackle slavery and human trafficking.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Mr Pickford's Pharmacy slavery and human trafficking statement

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