

# Modern Day Slavery Statement

**Date:** 5 Jan 2026

## Introduction

At Oviva UK we take our responsibility to prevent modern slavery and human trafficking seriously. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and outlines the actions we have taken, and will continue to take, to ensure modern slavery does not occur within our organisation or our supply chains.

Modern slavery is a crime and a violation of fundamental human rights. It includes slavery, servitude, forced or compulsory labour and human trafficking. We are committed to acting ethically, with integrity, and in line with our values of placing our patients first, empowering our teams and making it happen.

Oviva employs more than 1400 people across the Oviva Group, with over 750 individuals delivering our services in the UK. We publish this statement annually and ensure it is accessible to our employees, partners, service users and the wider public.

## Our Organisation

Oviva UK provides specialist dietetic, psychological and lifestyle treatment for people living with long term conditions. We operate across the UK and work closely with commissioners, local authorities, primary care networks, NHS England, voluntary organisations and other partners.

Our workforce includes clinical and central teams working remotely, in hybrid arrangements, and within community settings. We recognise that our supply chain, while relatively low risk, covers a range of goods and services including digital platforms, clinical equipment, estates support, technology hardware and professional services.

## Our Commitment to Preventing Modern Slavery

We expect everyone we work with to uphold the same high ethical standards. Oviva does not enter into business with any organisation that knowingly supports, enables or engages in modern slavery or human trafficking. Our internal policies and procedures reflect our commitment to safe, transparent and ethical practice.

We are committed to making this statement accessible and easy to understand for all employees, partners and service users.

## Due Diligence and Risk Assessment

To safeguard our people and the communities we support, we take the following actions:

- We have clear internal policies including safeguarding, whistleblowing, procurement, recruitment and data protection, which guide colleagues on how to raise concerns safely and without fear of reprisals.
- All directly employed staff, including bank workers, go through robust recruitment and right to work checks.
- We provide fair pay, fair working conditions, regular development opportunities and supportive performance management frameworks.
- We assess potential risks in our supply chain, recognising that areas such as technology equipment, estates services and outsourced support carry a higher inherent risk of modern slavery.
- We carry out proportionate due diligence checks when onboarding new suppliers and review contractual requirements relating to labour standards and ethical practice.

## Raising Awareness and Training

Awareness of modern slavery risks is embedded through our safeguarding training programmes, policies and access to designated safeguarding leads. We intend to strengthen this further by:

- Discussing Modern Slavery regularly at management meetings,
- Expanding training for managers and procurement colleagues, and
- Ensuring our remote teams have clear pathways for raising concerns.

## Performance Indicators

We assess the effectiveness of our approach through:

- Monitoring any concerns raised by employees, partners, service users or the public,
- Reviewing our policies and reporting mechanisms,
- Insights from our group wide engagement surveys,
- Tracking completion of mandatory training
- Reviewing supplier compliance and onboarding outcomes.

These indicators help us understand what is working well and where we should focus our improvements.

## Looking Ahead

To further strengthen our approach, we plan to:

- Enhance supplier onboarding tools to include more explicit checks around modern slavery risks

- Review and update procurement contract clauses to ensure alignment with best practice
- Introduce wider communication and engagement activities to support awareness across our 1400+ colleagues globally
- Ensure this statement and supporting resources are accessible to everyone we work with.

## APPROVAL FOR THIS STATEMENT

This statement has been reviewed by the Leadership Team at Oviva UK and has been approved by

**Print Name; Martin Fidock, UK Managing Director**

**Signed;** Martin Fidock  
Martin Fidock (Jan 13, 2026 20:09:22 GMT)

**Date;** 13/01/2026