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Modern Slavery Assessment V.2

VIAMED LIMITED

Questionnaire improvements have been sent.

No description given for VIAMED LIMITED. To add a description [click here](#)

Showing answers from:**2 items****Revision:**

1

Stage:**R Response****User:****Steve Hardaker****Score:****73%****Finished: 27/02/24 18:10****Revision:**

1

Stage:**I Improvements****User:****Steve Hardaker****Score:**

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Finished: 27/02/24 18:19[View all workflow](#)**Information about the business and its supply chains****7 questions****1a. Please enter your organisation details.**

- **Full name of your company**

VIAMED LIMITED

- **DUNS number**

228060240

- **Street**

15 Station Road, Cross Hills

- **Town or City**

Keighley

- **County or State**

West Yorkshire

- Postcode

BD20 7DT

- Country

United Kingdom - GBR

- Date of registration in country of origin

01/01/1976

- Registered company number

01291765

- Registered VAT number

GB287389593

- Registered website address

www.viamed.co.uk

1b. Do you want to complete this Modern Slavery Assessment for your organisation as a whole or for a specific contract?

- Organisation as a whole

For a specific contract

1c. Please select the relevant sector(s) that your organisation operates in.

Other

- Please specify

Medical Equipment Supplier

[+ View all](#)

1d. Are you a Small, Medium or Micro Enterprise (SME)?

- Yes

No

2. Which of the following members of your group structure are you completing this assessment on behalf of?

My own organisation

Immediate parent

Domestic parent

Global parent

3. Who is your organisation's main point of contact for this assessment?

- First name

Helen

- Last name

Lamb

- **Job title**

Director

- **Email**

helen.lamb@viamed.co.uk

- **Telephone**

01535 634542

4. Please enter the turnover that is listed within your most recent set of annual accounts.

- **Turnover in GBP**

2,650,000

- **Provide the end date of these latest accounts**

31/12/2023

Governance

8 questions

Policies, Procedures and Governance

3 questions

11. Does your organisation have policies that are relevant to the prevention of modern slavery?

- **Yes and they are publicly available**

Please upload relevant policies

File Name

Viamed Ltd Modern Slavery Statement.pdf

[Download](#)

Yes but some/all are not publicly available

No

12. Do your organisation's modern slavery policies or codes include any of the following provisions? Tick all that apply.

- Adherence to local and national laws**
- Freedom of workers to terminate employment**
- Freedom of movement**

- Freedom of association**
- Prohibits any threat of violence, harassment and intimidation**
- Prohibits the use of worker-paid recruitment fees**
- Prohibits compulsory overtime**
- Prohibits child labour**
- Prohibits discrimination**
- Prohibits confiscation of workers original identification documents**
- Provides access to remedy, compensation and justice for victims of modern slavery**

None of the above

13. Does your organisation meet any of the following good practice in relation to its modern slavery policies? Tick all that apply.

- Policies are approved by senior management**
- Policies are available to workers in your organisation and communicated to them**

Policies are available to workers in your supply chain and communicated to them
- Relevant staff in your organisation are trained on these policies**

High risk suppliers are required to adhere to your modern slavery policies as a contract condition

High risk suppliers are trained on the relevant policies

None of the above

Assessing and Managing Risk

6 questions

14. Have you assessed how your organisation's purchasing practices may create pressures on your suppliers that could lead to modern slavery?

- Yes**
- No**

14a. What aspects have you assessed? Tick all that apply.

- Aggressive pricing that does not consider sustainable production costs**
- Short lead times**
- Late high-volume orders**
- Inaccurate forecasting**
- Late or extended payments**
- Withdrawn from contracts last minute**
- Unfair penalties for not meeting orders despite last minute changes**
- Inaccurate technical specifications**

Other

- Please provide any further information on any changes you have made because of your assessment

Viamed does not pressurize suppliers with regards to pricing or lead-times, these are set by the supplier. Viamed forecasts sales and notifies requirements well in advance, it does not submit high-volume last-minute orders to suppliers. Viamed pays within supplier terms and does not withdraw from contracts without advance notice, nor does it impose penalties upon suppliers for overdue delivery on orders. Viamed acts as a distributor and works with the technical specs provided by the manufacturers.

15. At which of the following stages during the procurement process does your organisation consider modern slavery risks? Tick all that apply.

- ✓ Needs identification
- ✓ Requirement definition
- ✓ Tender evaluation (including scoring and adjudication process)
- ✓ Contract award
- ✓ In-life contract management
- ✓ End of contract review
- Please provide any further details on the answer options that you have selected

Viamed acts as a supplier and has no influence over the price paid for goods, labour rates etc.

None of the above

16. Do you supply goods (to the buyer/s that invited you to complete this assessment) that have been identified by the US Department of Labor to be at higher risk of being produced by child labour or forced labour?

- Yes
- No
- Do not know
- Not applicable

17. Where have you identified there to be the highest risk of modern slavery in your organisation and your supply chains?

- Categories
- Vulnerable groups
- Types of work
- Sectors
- Other

Have not identified

18. Within the last 12 months, have you identified any of your organisation's suppliers as being at high risk of modern slavery as a result of your organisation's risk assessment?

Yes

- **No - we have investigated our supplier risk and found none to be at higher risk**

No - we have not investigated our suppliers' modern slavery risks

Due Diligence**19 questions**

19. Does your organisation undertake any activity to support workers in your supply chains have access to trades unions or other forms of worker representation?

- **Yes**
- **Please provide further detail**

All our workers have access to ACAS support.

No

Do not know

20. Does your organisation actively work with non-governmental organisations (NGOs) or other businesses to support its efforts to prevent and mitigate modern slavery?

Yes - NGOs

 Yes - Businesses

- **Please provide further information on how you collaborate with partners to prevent and mitigate modern slavery**

Viamed requires that partner companies and suppliers understand and mitigate the risks of modern slavery. Over the next 24 months we will implement a system to gather this evidence on our supply chain and keep the relevant records.

No

21. Has your organisation undertaken any due diligence to ensure that workers in your supply chains are not trapped in debt bondage as a result of how they were recruited?

Integrated safeguards in to company policies
Raised awareness and built capacity of staff to understand risks of debt bondage
Screen and evaluate key recruitment agencies/labour providers
Monitor key recruitment agencies/labour provider for ethical recruitment and hiring
Undertaken corrective action plan
Developed action plan to make system improvements
Participated in multi-stakeholder initiatives to make a wider impact
Other action

None of the above

22. Does your organisation take any measures to ensure workers in your organisation have access to a grievance mechanism to report incidents or suspected incidences of modern slavery?

- Yes
- No
- Do not know

22a. In which supply chain tiers does your organisation ensure that workers know their rights of employment?

Tier 1
Tier 2
Tier 3
Tier 4

Not applicable

22b. In which supply chain tiers does your organisation ensure that all workers have access to an anonymous grievance mechanism to report incidents or suspected incidences of modern slavery without any form of penalty?

Tier 1
Tier 2
Tier 3
Tier 4

Not applicable

22c. In which supply chain tiers does your organisation ensure that measures are in place to ensure migrant workers can report grievances and receive feedback in a language they understand?

- Tier 1
- Tier 2
- Tier 3
- Tier 4
- Not applicable**

22d. In which supply chain tiers does your organisation ensure that multiple communication channels are available to workers to report their concerns e.g. to a trade union representative?

- Tier 1
- Tier 2
- Tier 3
- Tier 4
- Not applicable**

22e. In which supply chain tiers does your organisation ensure that the effectiveness of this mechanism has been assessed with senior leadership engagement?

- Tier 1
- Tier 2
- Tier 3
- Tier 4
- Not applicable**

23. Do you have a Service Level Agreement (SLA) or any other process in place for responding to a report of suspected instances of modern slavery?

- Yes**
- No**

23a. Does your organisation automatically de-list or terminate trade with a supplier even if they are found to not be complicit?

- Yes**
- No**

23b. Are your suppliers expected to follow a similar process?

- Yes**
- No**

23c. Are suppliers required to provide an action plan highlighting gaps in their process, root causes of incident and corrective action they are undertaking?

- Yes
- No

24. Has your organisation undergone a social audit (or another form of audit which assesses labour conditions) within the last 12 months? Tick all that apply.

- Yes, an internal social audit
- Yes, an external social audit
- No audits carried out**
- **Please provide any further information**

We have not as yet carried out a social audit. As we are a very small SME. But we are looking at improving and updating where we can, so in the future we will endeavour to carry out internal audits to reflect this question.

25. Does your organisation conduct any types of audits on its suppliers and their business activities or have any other process to investigate working conditions in your supply chain?

- Yes
- **Please provide further detail**

We conduct a supplier review annually. In which we require our suppliers to report any modern slavery issues or violation, in their supply chain to us.

No

25a. Has your organisation identified labour rights issues in your supply chain as a result of these audits?

- Yes
- No

25b. How does your organisation conduct these audits?

- By organisation's own staff
- By a third party
- Announced audits
- Unannounced audits

Other

- Please provide details

Reviewed notified body certification to ISO13485:2016 or ISO 9001:2015

25c. How often do you audit these suppliers?

Pre-contract

 Annually

Every two years

Every three years or more

26. Is there any further information you want to provide on the due diligence your organisation undertakes to manage modern slavery risks?

- Please provide details

We are a small company and we are starting this process. Our turnover is less than £3 million and we only have 20 members of staff, full and part time. We are implementing as much as we can as quickly as we can to ensure no Modern Slavery occurs in our supply chain.

Training**9 questions****27. Does your organisation provide training to workers on modern slavery?**

- Yes

No

27a. Does the training cover the ILO's Forced Labour Indicators?

- Yes

No

27b. What outcomes are expected? Tick all that apply across the different training your organisation provides.

- Recipients understand indicators of modern slavery**
- Recipients understand how to report suspicions of modern slavery**
- Recipients understand the Modern Slavery Statement requirements**
- Recipients understand how to consider modern slavery risks in procurement**
-

Recipients become better equipped to undertake modern slavery due diligence for your organisation

Other

27c. What format is the training? Tick all that apply. **E-Learning**

Workshops

Webinars

Courses

 Other

- **Please provide details**

Discussion group or one to one where more understanding is required.

27d. Is this training mandatory for those who receive it?

- **Yes**

No

27e. How frequently is training on modern slavery provided? Tick all that apply.

At induction

When a violation occurs

 When a policy is updated

Every 6 months

Every 12 months

Other

27f. Who developed the training on modern slavery? **In-house staff**

Third party

Other

27g. Who delivers training on modern slavery? **In-house staff**

Third party

Other

27h. Is any of the training above provided to suppliers by your organisation?

Yes

- **No**

KPIs**1 question**

28. Does your organisation have any key performance indicators (KPIs) relating to how your organisation mitigates modern slavery in your organisation and supply chains?

Yes

- No

Sign off**2 questions**

Reference

N/A

Assigned user

Steve Hardaker

Total Score

73%

[Risk flags \(3\)](#)

[View more](#)

Scores

Governa...

Policies ...

Risk Ass...

Due Dili...

Training

KPI

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Reports

1 item

Document: [Modern Slavery Assessment Report](#)

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