

Modern Slavery Assessment V.2

VIAMED LIMITED

Success

Questionnaire improvements have been sent.

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Catrin Hollings,Helen Lamb

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Helen Lamb

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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

- **Town or City**

KEIGHLEY

- **Postcode**

BD20 7DT

- **Country**

United Kingdom - GBR

- **Date of registration in country of origin**

01/01/1976

- **Registered company number**

01291765

- **Registered website address**

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.

- ✓ **Human health and social work activities**
- ✓ **Manufacturing**
- ✓ **Wholesale and retail trade**

[+ 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**

01535634542

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

- **Turnover in GBP**

3,035,705

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

31/12/2025

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

File Name

Viamed Ltd Modern Slavery Prevention and Due Diligence Procedure.pdf

[Download](#)**File Name**

Purchasing Practices and Ethical Sourcing Risk Assessment Statement ID200992.pdf

[Download](#)**File Name**

Supplier Code of Conduct.pdf

[Download](#)**File Name**

Viamed Anti Bribery And Corruption Policy ID221080 (1).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

8 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 Ltd has completed a documented Purchasing Practices & Ethical Sourcing Risk Assessment to evaluate how its procurement activities could unintentionally contribute to modern slavery risks. The assessment confirmed that the company does not engage in below-cost purchasing, unreasonable lead times, punitive contract practices or unfair payment terms. Procurement controls have been strengthened through the introduction of a documented Modern Slavery Prevention and Due Diligence Procedure, enhanced supplier governance and annual review of purchasing practices as part of the company's continual improvement programme.

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**

Modern slavery risks managed through supplier approval, due diligence and reviews.

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**

- **Please provide details of any other high risk modern slavery areas**

Country of manufacture, supplier location and supply chain transparency.

Have not identified

17a. Has your organisation identified any categories that are considered as high risk? Tick all that apply.

✓ **Goods for resale**

Goods not for resale

Services for sale

Services used for operational purposes

No areas of risk have been identified

Do not know

17d. Has your organisation identified any high risk sectors that it works with? Tick all that apply.

Domestic work

Construction

✓ **Manufacturing**

Agriculture, forestries and fishing

Accommodation and food service activities

Wholesale and trade

Personal services

Mining and quarrying

Other
None of the above
Do not know

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

- **No**
- **Please provide further detail**

Viamed Ltd requires suppliers to comply with employment laws but does not directly manage worker representation.

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

✓ **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**

Viamed does not currently undertake formal social audits of suppliers. Instead, labour rights and modern slavery risks are assessed through supplier due diligence, supplier approval, annual supplier reviews, supplier declarations, ethical sourcing risk assessments and ongoing risk-based monitoring. Higher-risk suppliers receive increased scrutiny where appropriate.

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**

Supplier reviews, due diligence, risk assessments and ethical sourcing procedures are used to assess suppliers.

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**

Supplier due diligence, risk assessments and annual supplier reviews.

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**

Viamed Ltd operates a risk-based due diligence process supported by a Modern Slavery Prevention and Due Diligence Procedure, Supplier Code of Conduct, Purchasing Practices & Ethical Sourcing Risk Assessment, supplier approval, annual supplier reviews, staff awareness training and

annual management review. Modern slavery risks are monitored through ongoing supplier engagement and continual improvement of the company's management system.

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
-

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

4 questions

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

28a. In which areas does your organisation set KPI's?

✓ **Policies**

• **Provide details on the KPI's that are set within your organisation**

Annual review and approval of the Modern Slavery Statement, policies and procedures.

✓ **Risk assessments**

• **Provide details on the KPI's that are set within your organisation**

100% of identified higher-risk suppliers reviewed annually and risk assessments updated.

✓ **Due diligence**

• **Provide details on the KPI's that are set within your organisation**

Annual supplier reviews completed, with supplier compliance monitored and any concerns investigated.

✓ **Training**

• **Provide details on the KPI's that are set within your organisation**

Relevant staff complete modern slavery awareness training and refresher training as required.

Other

28b. Are these KPIs reviewed by senior management on an annual basis?

- **Yes**
- No

29. Please provide a summary of your organisation's objectives and plans to improve how you manage modern slavery risks in the next 12 months.

- **Please provide details**

Over the next 12 months, Viamed Ltd will continue to strengthen its modern slavery management system through annual supplier reviews, ongoing supplier engagement, staff awareness training, annual policy reviews and management review. The company will continue to monitor supply chain risks, maintain a risk-based approach to supplier due diligence and update its policies and procedures where improvements are identified.

Sign off

2 questions

Reference
N/A

Assigned user
Helen Lamb

Total Score

68%

Risk flags (0)

[View more](#)

Scores

Governa...
Policies ...
Risk Ass...
Due Dili...
Training
KPI

[View more](#)

Reports

1 item

Document: Modern Slavery Assessment Report

Attachments

6 items

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