

Modern Slavery and Human Trafficking Statement.

At Constellation Healthcare, our mission is to support children and adolescents with developmental, communication and behavioural needs through expert-led, multidisciplinary neurodiversity assessment and early intervention. We believe in working in close partnership with families and public sector teams to ensure each child receives the right support at the right time.

As part of this mission, we are committed to the highest standards of integrity, safeguarding and ethics. We believe there is no place for modern slavery or human trafficking in today's world, and we adopt a zero-tolerance approach to such practices in every aspect of our work.

This statement has been published in accordance with the Modern Slavery Act 2015 to set out the proactive steps we're taking. As well as applying to our own business, we expect our suppliers and partners to adhere to this policy, too. To ensure modern slavery and human trafficking is not taking place in any part of our business or supply chain, we ensure that:

Our Commitment

- This statement is reviewed annually to ensure it remains fit for purpose and is issued each year to our staff, candidates and suppliers to raise awareness and check adherence
- All members of our compliance team are trained and have a thorough understanding of their duties in relation to the modern slavery
- All supply chain partners are vetted before being added to our Preferred Supplier List (PSL) and are audited annually where appropriate.
- We encourage and expect our supply chain partners to provide training to their staff (and their supply chain) to help further raise awareness
- We conduct due diligence to help identify, assess and mitigate the risk of any violations.
- Where risks are identified or concerns raised, we conduct a thorough investigation.
- All staff and candidates have access to a dedicated Whistleblowing Helpline. Any concerns raised are escalated with the relevant local authorities and the police.
- All whistleblowing disclosures are treated with total discretion and those making a disclosure receive our full protection.

Our Business and People

Constellation Healthcare specialises in multidisciplinary neurodiversity assessment and early intervention for children and adolescents aged 2–18. We provide expert-led assessments, clear diagnoses and personalised therapeutic support through an integrated suite of services. We employ clinicians and support staff, all based in Ireland to support thousands of families each year.

We take great care to know each one of our team. We run our business in accordance with a set of strong moral and cultural values, known as the Constellation Healthcare Family Principles. These help us to uphold the highest standards of honesty, integrity, safety and ethics.

Tackling modern slavery, human trafficking and other forms of exploitation is the responsibility of all staff at Constellation Healthcare. Addressing these issues is a common thread in our policies, training and Standard Operating Procedures (SOPs), including but not limited to:

- Equality, diversity and human rights policy
- Recruitment policy and procedures
- Safeguarding policy
- Compliance policy
- Incidents policy
- Complaints policy
- Whistleblowing policy
- SOPs and training materials.

These policies are reviewed, communicated to and acknowledged by our staff, candidates, suppliers and partners. Within these policies we include

warning signs and the process for reporting and escalation. It is a requirement of doing business with Constellation Healthcare that our suppliers also have anti-slavery policies in place.

Our Supply Chain

Constellation Healthcare uses several suppliers to support our clinical activities which include:

- IT support contracts
- Provision of Clinical Supplies
- Provision of Office Equipment
- Marketing agencies
- Recruitment agencies.

Constellation Healthcare carries out employment checks, including making sure that our people have the right to work for us and we pay above the Living Wage. Where we use recruitment agencies to fill roles, we make sure their practices meet our standards

We genuinely care about each and every candidate and as such we:

- Take a zero-tolerance approach to modern slavery and human trafficking
- Vet and score each supplier through onboarding due diligence and annual audits
- Seek agreement to Constellation Healthcare's standards, values and ethics from all suppliers

Together with our rigorous policies, our commitment represents a strong line of defence against human trafficking and exploitation. We know our people, spot when something's wrong and don't shy away from tricky conversations.

Approval

Delegated representatives of the board and members of executive leadership team approval date:
26.08.2025

Paul Bellew

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Director Of Operations
Constellation Healthcare