Cape Medical Services Modern Slavery and Human Trafficking Statement 2026

This voluntary statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Cape Medical Services to prevent modern slavery and human trafficking in its business.

About Cape Medical Services
Established in 1999, Cape Medical Services Ltd has forged a well-earned reputation as a clinically driven Resident Doctor (RD, previously known as Resident Medical Officer/ RMO) provider, among both client hospitals and RDs. Delivering fully managed RD services to a range of hospital clients in both the NHS and private settings, we deliver services for a broad variety of case-mixes, ensuring patient and employee safety remains a priority.

Led by Dr Stephen Agoston MBChB MBA, our unique RD selection and induction process allows us to deliver a high quality, reliable service, whilst reinforcing best working practices. Our approach to selection, recruitment and induction was specifically praised by NHS England during an Independent Verification visit in July 2015.

We are a small office team of seven; one Director, one Clinical Lead, one Manager and four office team members, and work with up to forty Resident Doctors. The whole office team are actively involved during all stages of the RDs' careers with Cape Medical Services, from receipt of expression of interest to guidance for onward career paths when the time comes for our RDs to progress in their medical careers.

Given the size of our Company, we are not legally required to make a modern slavery statement, however we publish this voluntary statement to show our commitment to ethical working practices. We oppose slavery and human trafficking in all its forms and are taking steps to ensure that there is no slavery or human trafficking in our business.

Our commitment to the principles of the Modern Slavery Act 2015
Cape Medical Services Limited is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. We are an equal-opportunities employer, and create a non-discriminatory and respectful working environment.

- Staffing:

Cape Medical Services staffing and people management processes ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from abuse or coercion once in our employment. All overseas candidates are personally interviewed by Dr Stephen Agoston and rigorous Right to Work Check

procedures are followed and fully documented.

- Support:

Cape Medical Services has an outstanding reputation of care for employees, performing regular wellbeing and support checks with each individual. As a Designated Body we are responsible for our staff and their wellbeing is our priority. Each individual is met and supported by the office team in person during induction. Throughout their career with Cape Medical, every RD is contacted *at least* on a weekly basis. We provide pastoral guidance and care in regards to all aspects of living and working in the UK, providing detailed orientation and finance guidance. Owing to the nature of our Sponsorship relationship, our RDs are to inform us of potential additional work (locums) so we may verify authenticity and compliance. We are IR35 compliant.

- Training:

All staff at Cape Medical Services complete Safeguarding training, both Adult and Child, and are aware of protocols for reporting concerns. Each member of staff must successfully pass Level 3 Safeguarding Adults and Level 3 Safeguarding Children, certification is held on file and updated annually. All clients receive certified copies as evidence of training.

- Working Hours Monitoring:

The role of the Resident Doctor (24/7 presence on site) has been under scrutiny within other providers. All colleagues sign a WTR opt out owing to the nature of the role, requiring 24/7 residence. Cape Medical Services have received no complaints or concerns thanks to our stringent Working Hours Monitoring to ensure safe practice for our colleagues, clients and patients. Maximum working hours are agreed within the client contract. Should, on a rare occasion, this threshold be met owing to extenuating circumstances we provide suitable respite cover. Rotas are carefully planned to meet high safety standards, working closely with both our employees and clients. Working Hour logs are submitted, processed and monitored on a weekly basis for every shift worked by Cape Medical Services employees. The statistics are reported in our weekly office meetings. In addition, our RD employees and clients have access to our 24/7 manned telephone helpline to report any concerns.

- Transparency:

Cape Medical Services Modern Slavery and Human Trafficking Statement can be found on our website www.capemed.com

Due Diligence – Suppliers

With regards to supply chains, we are not engaged in manufacturing. We recognise that, as a purchaser of goods, we can further support in minimising the risk of Modern Slavery and influence good practices in the employment of people by other organisations We receive small amounts of stationery which are generally sourced from suppliers we know well. We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced

or compulsory labour.

Key Performance Indicators:
Cape Medical Services Limited has received zero reports from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Actions taken 2023-2026

- Cape Medical Services Modern Slavery and Human Trafficking Statement included within our Induction Training Resources for all new employees, accessible via both digital and hard-copy format.

- Modern Slavery and Human Trafficking training included in RMO group training sessions led by Dr Stephen Agoston, learning objectives completed to develop staff awareness of the Modern Slavery Act 2015 and reporting mechanisms if a case of slavery or human trafficking is suspected.

- Monitored and evaluated our supply chains to identify and address potential risks- this is ongoing.

- Reviewed and updated our policies and procedures regularly to reflect best practices and legal requirements- this is ongoing.

- Improved company website: Now managed to allow for immediate updates and ad-hoc changes, providing further transparency and access to our statement and values.

Actions to be taken 2026- 2027

- Links to Modern Slavery and Human Trafficking e-learning resources to be added to our company Website. Work in progress- improvements to website to be in place by December 2026.

- Continue to monitor, update and publish steps CMS has taken during the financial year to deal with modern slavery risks in within our business and our supply chains within 6 months of your financial year-end (April).

Policy Responsibilities
Cape Medical Services is responsible for ensuring that this policy conforms with our legal and ethical commitments and that all individuals under our control abide by it.

The following policies are available to all staff through the Cape Medical Services

shared employee file system:

- Code of conduct
- Dignity at Work
- Whistleblowing
- Disciplinary Procedure

Cape Medical Services is in charge of implementing this policy on a daily basis, monitoring its effectiveness, responding to any questions and reviewing internal verification processes and systems to ensure successful implementation to combat modern slavery.

If you suspect modern slavery, report it to the Modern Slavery Helpline on 08000 121 700 or the police on 101. In an emergency call 999.

You are welcome to comment on this policy and offer improvements. We encourage comments, queries or suggestions, please address to: rebecca@capemed.com (Manager).

This voluntary slavery and human trafficking statement is made in connection with section 54(1) of the Monday Slavery Act 2015 and was approved by the Directors of Cape Medical Services on 15th June 2026.



Dr Stephen Agoston
Managing Director
Signed on behalf of Cape Medical Services Limited