NEXUS / HDC Modern Slavery and Human Trafficking Statement

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015.

HD Clinical was incorporated in 2005 by the merging of two healthcare software companies, Datacam Ltd and Hilex Ltd. In 2024, HD Clinical became part of the Nexus group – a German-based, predominantly European focused clinical software company. HD Clinical adopted the trading name of NEXUS / HDC in January 2026. NEXUS / HDC has been active in developing clinical information software to support multiple specialties with a major focus on cardiology and endoscopy. The software is in use in the majority of hospitals in the United Kingdom and is active in other territories. A wholly owned subsidiary company based in Dublin serves the EU customers and development team is based in Bangladesh supporting the predominantly UK-based team. The company has a hardware research and development team and supplies its own vendor neutral sophisticated image capture and management devices for handling endoscopic images.

Our commitment to the principles of the Modern Slavery Act 2015

NEXUS / HDC (HD Clinical) is committed to the principles of the Modern Slavery Act 2015. We will not tolerate modern slavery or human trafficking in our business nor within our supply chain.

Our overseas development team in Dhaka, Bangladesh, is regularly visited on site by one of our company directors to ensure that employment practices and working conditions are fair and ethical.

Our policies in relation to the Modern Slavery Act 2015

We have appropriate policies in place that support the Modern Slavery Act 2015. These are in our Employee Handbook which all employees can access through our Safe HR portal:

- Anti-Slavery and Human Trafficking Policy
- Equality, Diversity and Inclusion Policy
- Grievance Procedures
- Recruitment Policy
- Whistleblowing Policy

We use the services of Safe HR to ensure that these, and all our HR policies, are regularly reviewed and updated in line with legal requirements and best practice.

Through the application of our policies and procedures in relation to modern slavery, we are confident that we provide a workplace where our employees have freedom to terminate their employment and have freedom of movement and of association.

Equally, we are clear that we prohibit the following:

- Any threat of violence, harassment and intimidation
- Compulsory overtime
- Child labour
- Discrimination
- Confiscation of workers original identification documents

Our supply chain and how we manage risk

Due to the nature of our business, we consider ourselves to be at a low risk of modern slavery in both our business and our supply chain – the majority of what we supply being software directly developed by ourselves and our primary customer being the NHS.

We do not enter into business with any organisation (either in the UK or abroad) which knowingly supports or is found to be involved in slavery or trafficking of any kind.

We have conducted a review of our supply chain. No instances of modern slavery or human trafficking have been identified.

We have shared our Anti-slavery and Human Trafficking policy with our suppliers to engage them in dialogue and set expectations.

Embedding principles to prevent slavery and human trafficking

We are committed to embedding a culture of awareness and understanding through the following actions:

- All employees undertake Modern Slavery and Human Trafficking Awareness training as part of their induction. This includes information on appropriate action to take should they suspect a case of slavery or human trafficking
- Employees involved in procurement or buying and those who recruit or deploy staff are trained on modern slavery and ethical employment practices.
- We will communicate with all our employees, both UK and abroad, on the importance of being aware of modern slavery and trafficking via a range of channels including email and monthly newsletters.
- It is mandatory that all employees read our Anti-Slavery and Human Trafficking Policy contained in our Employee Handbook.
- We will share our Anti-Slavery and Human Trafficking Policy with our suppliers.

Key Performance Indicators

The following KPIs have been identified and will be used to measure progress in tackling modern slavery:

- Number of incidents reported internally
- Number of concerns raised with suppliers
- Number of employees trained in Modern Slavery & Human Trafficking awareness

This statement was approved by senior management on 19th March 2026, which is within 6 months of our financial year ending 31st December 2025 (in accordance with the UK Government's Modern Slavery Assessment Tool).

This statement will be reviewed and updated annually.



Mark Coull

Chief Executive Officer

19th March 2026

Date of next review: March 2027