

## MODERN SLAVERY STATEMENT

### OUR BUSINESS

Our business, BVM Medical Limited consists of a Head office and warehousing facility in Hinckley, Leicestershire, together with field sales representatives operating around the UK.

### ORGANISATION'S STRUCTURE

We are a distributor of high-tech Medical Devices and we employ 15 people. We do not have any operations outside of the UK.

### OUR SUPPLY CHAINS

Our supply chain partners are predominantly manufacturers based in Europe, North America and Asia.

### OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we:

1. have in place a policy on slavery and human trafficking
2. given appropriate managers awareness training on Tackling Modern Slavery in UK Businesses and Supply Chains

3. ensured that only reputable recruitment companies are used and that no workers are being charged a work finding fee.
4. committed to regular visits to our manufacturing partners ensuring that the same high standards of workers' conditions are being applied as we would expect in the UK.
5. Ensure that all staff responsible for directly recruiting workers are trained to be aware of issues around third-party exploitation and signs to look for and have signed appropriate Compliance Principles
6. Ensure that labour sourcing, recruitment, and worker placement processes are under the control of trusted and competent staff members.
7. Adopt a proactive approach to reporting suspicions of hidden worker exploitation to the Gangmasters Licensing Authority and police.
8. Provide information on tackling "Hidden Labour Exploitation" to our workforce through their induction.
9. Encourage workers to report cases of hidden third-party labour exploitation, provide the means to do so and investigate and act on reports appropriately.
10. Positively encourage and support employees and agency workers to report such exploitation which may be occurring within their communities by raising the issue of Modern slavery in our induction and employee handbook.
11. Require labour providers and other organisations in the labour supply chain to adopt policies and procedures consistent with the above.

## Responsibility

The board of Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations and that all those under our control comply with it.

Our Head of Human Resources has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

#### SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we will put in place a supply chain compliance programme.

#### TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our managers and raise awareness to all employees through our induction and employee handbook.

#### FURTHER STEPS

We recognise that we work in a specialised field where exploitation is unlikely, however we remain vigilant and the effectiveness of our policy is reviewed annually. We will continue to focus on our wider supply chain to ensure our ethical employment standards are upheld.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 July 2022.

Signed

Chetna Chikhliya

Operations Manager

Date: August 2021