

Modern Slavery Policy Statement

Richardson Healthcare is a medical device manufacturer, specialising in wound care, surgery, infection control and patient safety products; distributing to NHS Supply Chain and Healthcare providers.

This policy statement sets out the steps Richardson Healthcare take to detect and prevent Modern Slavery and human trafficking within our organisation and supply chain. The purpose of this policy is to provide clarity to our employees, customers, suppliers, and sub-contractors that Richardson Healthcare has a zero-tolerance approach to modern slavery and is committed to acting ethically with integrity and transparency in all of its business dealings and relationships.

We continue to implement and enforce effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere within either its own business or in any of its supply chains, consistent with its obligations under the Modern Slavery Act 2015.

To ensure a high level of understanding of the risks of modern slavery and human trafficking, our employees are provided with training during their induction and annually thereafter. Our employees are encouraged to read and understand the relevant policies as listed below:

- ❖ Whistle Blowing
- ❖ Bribery and Corruption
- ❖ Equal Opportunities
- ❖ Human Rights and Responsible Businesses
- ❖ Bullying and Harassment
- ❖ Ethical Procurement
- ❖ Gross Misconduct
- ❖ Grievance Procedure

Richardson Healthcare employees are given training in the key ethical and human right topics which supports all of the above policies. All policies are available to employees during their employment if they require access. If there are any changes to the policies, notifications are sent out to all employees to advising for them to reread and become familiar with the policy changes.

As part of our initiative to identify and mitigate risk, we have systems in place to comply with the Ethical Trading Initiative, to which we ask that our suppliers:

- ✓ Identify and assess potential risk areas to our supply chain
- ✓ Mitigate the risk of modern slavery and human trafficking in our supply chain
- ✓ Monitor potential risk areas within supply chain
- ✓ Protect whistle-blowers with our anonymous hotline

Our procurement team have developed a Supply Chain Risk Assessment Process for Modern Slavery which is a self-assessment survey providing compliance against the Labour Standards Management System.

We select third parties based on their qualifications, reliability and adherence to applicable laws and our values. We take all reasonable steps through our due diligence and risk assessment process, to select partners that are committed to following the law and who behave ethically. We ensure third parties adhere to business principles, health, safety, social and environmental standards within our own. Any third party that carries out business on our behalf, either directly or indirectly must also understand and follow applicable laws.

The managing director has overall responsibility for ensuring that this policy complies with the Company's legal and ethical obligations. The office manager is responsible for ensuring that those reporting to them understand and comply with this policy. To ensure all of our business partners, sub-contractors, and suppliers continue to be compliant with the Modern Slavery Act 2015, we expect them to:

- ❖ Ensure employees have the freedom to choose to work for them and to end that employment after a mutually agreed notice period.
- ❖ Ensure employment is not forced, bonded or non-voluntary prison labour.
- ❖ Demonstrate a commitment to equality of opportunity for all individuals free from discrimination and oppression.
- ❖ Offer working hours that are not excessive and are compliant with national laws or industry standards.
- ❖ Have appropriate disciplinary, grievance and appeal procedures in place.
- ❖ Have a confidential whistle-blowing process in place where all reported instances are
- ❖ Investigated thoroughly, with assurances given to the victims they may give evidence without fear of conviction for offences committed in connection with their enslavement or trafficking.
- ❖ Ensure appropriate health and safety measures are in place to protect the workforce and the wider public.
- ❖ Offer wages and benefits at least in line with industry benchmarks or national minimums.

This statement has been approved in respect of the year ending December 2024.

A handwritten signature in black ink, appearing to read "Mayur Patel", with a stylized flourish at the end.

Mayur Patel
Managing Director