

Central Medical Supplies Ltd

MODERN SLAVERY STATEMENT

(Section 54 of the Modern Slavery Act 2015)

Introduction

Modern slavery is a crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Central Medical Supplies Ltd we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken robust steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 2022-2023.

Our Organisation and supply chains

Central Medical Supplies Ltd has been importing and supplying medical devices to the NHS, private healthcare providers, Vets, and also supplying retail products as well as manufacturing products, in the UK, for over 30 years.

We have established relationships with all our suppliers, based on trust and integrity, which is built upon mutually beneficial factors. Our supplier selection and procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, references and Sedex audits are also sought where appropriate. To date, we haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers; if we were we would act immediately against the supplier and report it to the authorities.

Risk assessment and management

Last year we conducted a risk assessment of our supply chain, this takes into account:

- The risk profile of individual countries based on the Global Slavery Index
- The business services rendered by the suppliers
- The presence of vulnerable demographic groups
- A news analysis and the insights of labour and human rights groups

This assessment will determine our response and the risk controls that we implement.

Policies

Central Medical Supplies Ltd operates a Labour Standard Assurance System policy for identifying and preventing slavery and human trafficking in our operations:

- Whistleblowing Policy - we encourage all employees, customers, and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation. We provide a confidential helpline to protect the identity of whistleblowers.
- Code of Conduct - our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.
- Purchasing Code - we have updated our Purchasing Code and supplier contracts to make explicit reference to slavery and human trafficking.

Supplier due diligence

Central Medical Supplies Ltd conducts due diligence on all new suppliers and on existing suppliers at regular intervals, including:

- Assessing risks in the provision of particular services
- Auditing the suppliers, and their health and safety standards, labour relations and employee contracts
- Requiring improvements to substandard employment practices
- Sanctioning suppliers that fail to improve their performance in line with our requirements

We require all suppliers to attest that:

- They don't use any form of forced, compulsory, or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment

Awareness

Central Medical Supplies Ltd has raised awareness of modern slavery issues by communicating modern slavery issues to all our staff, which explains:

- Our commitment in the fight against modern slavery
- Key issues for potential cases of slavery or human trafficking
- How employees should report suspicions of modern slavery

Training on modern slavery and trafficking

In addition to the awareness programme, Central Medical Supplies Ltd has rolled out e-learning course to key employees who deal direct with suppliers and contacts, covering:

- Various forms of modern slavery in which people can be held and exploited
- The size of the problem and the risk to our organisation
- How employees can identify the signs of slavery and human trafficking, including unrealistically low prices
- How employees should respond if they suspect slavery or human trafficking
- How suppliers can escalate potential slavery or human trafficking issues to the relevant people within their own organisation
- What external help is available for the victims of slavery
- What terms and guidance should be provided to suppliers in relation to slavery policies and controls
- What steps Central Medical Supplies Ltd will take if a supplier fails to implement anti-slavery policies or controls
- An attestation from all employees that they will abide by Central Medical Supplies Ltd anti-slavery policy

Key performance indicators to measure effectiveness

Central Medical Supplies Ltd has defined a set of key performance indicators and controls to combat modern slavery and human trafficking in our organisation and supply chain. These include:

- LSAS external audits
- SEDEX audits
- Appraisals of employees who are trained
- Annual review of our suppliers who have filled out our SAQ questionnaire
- Annual review of any reports that have been made by our employees
- Annual review how we are addressing modern slavery and human trafficking

This statement covers 1 April 2023 to 31 March 2024 and has been approved by the board of directors.

Name: Simon Branson

Position: Technical Director

Signature



Date: 12th July 2023