



## Prohibition of Modern Slavery Policy

As a company we remain absolutely committed to ensuring that there is no form of slavery in our business and supply chain. We share this ethos with our suppliers and business partners, and we are dedicated to sustaining open and transparent relationships with them to ensure that the highest ethical standards are maintained regardless of where they are located.

### Our Organisation

Established in 2022, Healthium Medtech UK Ltd is a UK based medical devices company, specialising in the marketing of products for the Secondary Healthcare sector. The company is supported by dedicated and experienced employees with a deep understanding of the medical devices market. The result is a reputation for providing high quality medical devices that are fully compliant with strict UK Specifications.

**Our vision:** Access to precision medtech for every patient, globally.

**Our values:** Agile, Inquisitive and Collaborative.

Healthium Medtech UK Ltd understands the corporate responsibility we bear towards our partners, customers, employees, and the communities in which we operate and that may be impacted by our operations as a result.

Healthium Medtech UK Ltd is a subsidiary distributor of Healthium Medtech. Healthium Medtech Limited is a global medtech company focused on products used in surgical, post-surgical and chronic care. The portfolio includes state-of-the-art solutions in the Advanced Surgery, Advanced Wound Care, Arthroscopy and Infection Prevention segments.

Healthium Medtech UK Limited has a zero-tolerance approach to any form of slavery. We recognise that our responsibilities extend to our supply chain and are committed to enforcing and maintaining a supply chain process which sets out the minimum standards we expect our suppliers to abide by in connection with:

- how they treat their workforce;
- legal and regulatory compliance;
- health and safety;
- business ethics; and
- environmental standards.

As a minimum, we expect our suppliers to comply with the following requirements:

no forced, bonded, or involuntary prison labour will be used.

no children are to be employed; and

employees of our suppliers shall be paid wages for standard working hours that meet or exceed national minimum requirements.

## Our Policies

We recognise that human rights due diligence is a continuous process, and we have policies, processes, training and monitoring management systems in place in furtherance of this commitment. We expect our business partners, including suppliers and contractors, to share our commitment to respect human rights. All suppliers shall comply with our Ethical Sourcing Policy and Labour Standards Assurance Policy, which set forth our requirements around business practices. Processes are in place to identify and manage human rights risks associated with our supply base. We have also established due diligence processes to assess and monitor compliance of our suppliers and subcontractors.

## Our Supply Chain

As part of our business operations we source raw materials from various geographies, some of which require more focus due to the heightened risk of labour abuse or human rights violations. We work with our suppliers to understand what risks exist and to put in place controls that ensure we source responsibly. We work with our supply chain using self-assessment audits to identify any potential areas for concern and support improvement initiatives. In 2024 we have expanded our Ethical Sourcing Policy, Labour Standards Policy and Modern Slavery Policy to each have more scope and more focus on driving awareness and improvement through the multiple tiers of our supply chain as far as possible.

## Building Capabilities

We are dedicated to the ongoing awareness and knowledge of our staff with relation to modern slavery, human rights and labour standards. As such, in 2023 we invested in a professional education technology platform that delivers annual training on human rights in the workplace and supply chain with a requirement of all staff to complete, document and certificate their learning every year. We will continue to progress awareness and training so in 2024 have expanded upon our staff force to include head count with a dedicated responsibility for driving improvements in this area. We will continue to explore opportunities to involve suppliers and contractors in discussions around modern slavery, human trafficking, and labour standards globally.

## Compliance

The prevention, detection, and reporting of human rights violations in any part of our business or supply chains is the responsibility of all those working for Healthium Medtech UK Limited, and we expect our people to maintain the utmost standards in conformity with these principles. We have multiple KPIs as a business that we track and measure against to ensure conformance and progression. Our whistleblowing policy ensures a safe and secure way for staff, suppliers and contractors to feel able to report non conformances.

## In Summary

We at Healthium Medtech UK Ltd are committed to continuous improvement in our efforts to identify, prevent and remedy human rights abuses in our supply chain.

## Document Revision History

Document Name	Issue Date	Revision Date	Basic Details of Change
Modern Slavery Policy v2	April 2023	April 2024	
Modern Slavery Policy v3	March 2024	March 2025	Expansion and enhancement of policy to include more detailed information of our activities, efforts and improvements

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Version 3

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