

Parburch Medical Developments LTD Modern Slavery Statement and Policy

Introduction

Parburch Medical Developments LTD is committed to the principles of section 54 (1) Modern Slavery Act of 2015 and the abolition of modern slavery and human trafficking.

This statement details the steps taken by Parburch Medical Developments within the UK and China to prevent slavery, servitude and forced or compulsory labour, and human trafficking in any part of our business or supply chains.

This also includes our commitment of our moral and legal obligations to preventing forced or compulsory labour of human trafficking. We expect that our suppliers will hold their own suppliers to the same high standard.

At Parburch Medical Developments we must play our part in tackling modern slavery and remain vigilant to the risk in all aspects of our business and business relationships.

Company Supply Chain

The supply of goods, services and products to Parburch Medical Developments is managed by our procurement department and it is their responsibility when selecting business partners to ensure social responsibilities are met.

Goods are sourced globally and manufactured in China and work is being undertaken by our procurement department to ensure the implementation of ethics values in accordance with tackling modern slavery and human trafficking.

Assessment of Modern Slavery Risk Within our business

Parburch Medical Developments understand that the main risks regarding modern slavery are most likely to occur with our business partners.

Our Chinese manufacturing is procured through our Chinese purchasing department. This ensures that goods and services are sourced within one team who have better oversight of the company's supply chains. This team is correctly trained in relation to ethical and responsible purchasing.

Commitments

- Parburch Medical Developments has a zero-tolerance towards modern slavery in our organisation and supply chains.
- Parburch Medical Developments are committed to operating in accordance with the laws and to promote the highest standards of integrity and share these values with staff and business partners.
- The prevention, detection and reporting modern slavery in any part of our company or supply chain is the responsibility of all those working for us or on behalf of us.

- Parburch Medical Developments are committed to engage with suppliers to address the risk of modern slavery and human trafficking within our supply chain.
- When monitoring contracting processes and engaging with new suppliers it is required that all organisations will comply with our standards to combat modern day slavery.
- The board of directors will have overall responsibility for this policy and in ensuring that the company complies with all its legal and ethical obligations.
- The compliance officer will be responsible for ensuring the implementation of this policy, monitoring its use and ensuring that the appropriate processes and control systems are in place in order for the policy to be effective.

Communication and employee awareness training

The compliance officer will ensure that all relevant staff receive adequate training on this policy. Staff will also receive training on the broader issues of modern slavery to assist them in appreciating the extent of the problem of modern slavery and then identify areas of the business that may be at risk from practices of modern slavery.

Monitoring effectiveness

Parburch Medical Developments regularly assesses and manages the risks when purchasing and manufacturing products from China to ensure the reduced risk of modern slavery and human trafficking with staff who work within this supply chain. Two audits are carried out each year in China at our manufacturing sites to ensure there are no serious breaches or concerns.

Breaches of this policy

Parburch Medical Developments are aware of the steps it needs to take regarding risk associated with modern slavery. Any breaches of this policy will be dealt with quickly and the appropriate action will be taken in accordance with our procedures. This will range from breaches being remedied and best outcomes being considered for those individuals impacted by the breach.

Policy Review

The policy will be reviewed annually by the compliance officer and any suppliers or manufacturers will be notified of any changes that may affect them.

Amy Parker

Compliance Officer

Parburch Medical Developments

Date: 1/2/2024