MODERN SLAVERY ACT 2015 SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION

We are committed to doing our part in eliminating acts of modern-day slavery and human trafficking by carrying out our due diligence to ensure that to the best of our knowledge our customers, suppliers and service providers are in compliance with this law and have in place their own policies for ensuring that acts of modern-day slavery do not exist within their business and respective supply chains.

With an annual turnover of less than £36 million Medasil Surgical Limited is not legally required to comply with the 'investigative and reporting requirements' of the Modern Slavery Act 2015 however, we take great pride in having a high standard of moral and ethical trading practices within the company internally and within our supply chains.

OUR BUSINESS:

We are a manufacturer, importer, and distributor of single-use medical devices for the healthcare sector. We are an independent family-owned company, our manufacturing facility and associated head office is based in Leeds, West Yorkshire.

OUR SUPPLY CHAIN:

Our supply chains consist mostly of UK based distributors, manufacturers and service providers.

We also purchase some finished products for re-sale from a few select overseas suppliers. This makes up a small percentage of our business, and we consider this to be our highest risk area.

We are doing our due diligence, in the form of supplier questionnaires and signed supplier technical and quality agreements, to ensure that acts of modern slavery do not exist within these organisations.

OUR CUSTOMERS:

Our customers are public and private sector healthcare facilities, they have a zero tolerance approach to any form of modern slavery and they expect the same approach from their suppliers.

OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING:

Medasil Surgical Limited fully recognises that modern slavery is a crime resulting in the abhorrent abuse of human rights and that it is constituted in the Modern Slavery Act 2015 by the offences of human trafficking, labour exploitation, forced labour, child labour, debt bondage, servitude and abuse of power.

This statement reflects our commitment to acting ethically and with integrity in all of our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

OUR WORKFORCE:

All our employees are above legal working age, they have freely chosen their employment and are free to leave at any time with appropriate contractual notice.

We use a reputable HR Consultancy Service to ensure that we are following all current employment laws and the complementary HR legislation in the UK. All of our employees are provided with contracts, all are paid above the current National Living Wage with paid holidays including Bank Holidays and other benefits, including health insurance and pension contributions.

Working conditions are safe and hygienic. We have policies and procedures in place to protect the Health and Safety of all our employees. All employees have Health and Safety Induction when joining the company and are provided with training around machinery and PPE relevant to their role.

Working hours are not in excess of 40 hours per week and overtime is voluntary not forced. It is very rare that we ask our employees to work overtime, weekends, and holidays.

All our employees are treated fairly, with dignity and respect and we have various HR policies in place to support this including a comprehensive Grievance Procedure, Anti Bullying and Harassment Policy, Equal Opportunity and Non-Discrimination Policy, Anti Bribery and Corruption Policy, and Whistleblowing Policy.

OUR DUE DILLIGENCE:

We have completed the UK Government's Modern Slavery Assessment questionnaire and thus consider ourselves to be a low-risk business with regard to modern slavery and human trafficking. However, we want to ensure that we do not support any business or entity that violates this law.

As part of our ethical and social responsibility to identify and mitigate risks we adopt a 'one-up' due diligence on our direct suppliers ensuring that they are in compliance with this law and expect that they have done their own 'one-up' due diligence within their supply chain links.

We recruit within the UK and the legal right to work of all employees is verified. On occasion we employ contractors that are based overseas, they are self-employed individuals providing a service to us with an official contract in place that has been mutually agreed between both parties.

We pay fair prices for our products and services, and we pay our suppliers in a timely manner.

ASSESSING AND MANAGING RISK:

In addition to having a Whistle-Blowing policy in place to protect individuals who wish to report any wrong doings within the Company, we will introduce systems to identify, assess and monitor potential risk areas within our supply chain.

EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

In doing our due diligence we will ensure that we do not support any entity that engages in acts of modern slavery and human trafficking. We will continue to ensure that all those in our supply chain comply with our ethical and moral values by confirming they have a modern slavery and human trafficking policy in place and that they require the same from their suppliers.

TRAINING

We provide appropriate training to all our employees to ensure they are aware of and understand what constitutes an act of modern slavery and encourage them to report any such offences so that we can eliminate the risks of modern slavery and human trafficking within our business and supply chains.

DECLARATION AND SIGN OFF

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current year and our ongoing commitment to enforce compliance of this law within our own business and our supply chain.

Signed on behalf of Medasil Surgical Limited:

Gillian Hassall – CEO

Date: 13 October 2026