

Uniplex (UK) Ltd
Modern Slavery and Human Trafficking Statement



Introduction

This Modern Slavery and Human Trafficking Statement sets down Uniplex (UK) Ltd commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Uniplex (UK) Ltd which are as follows:

Design, manufacture and repair of non-sterile surgical instruments and tuning forks. Design and manufacture of non-sterile class 1 single use medical products. Distribution and repair of medical diagnostic equipment and non-sterile surgical instruments. Storage and distribution of sutures, Haemostatic and other sterile medical products.

The Company currently operates at the following site:

11 Furnace Hill
Sheffield
S3 7AF
United Kingdom

Responsibilities:

- 1.1 Policies: The Quality Administrator is responsible for creating and reviewing policies. The process by which policies are developed is by looking at best practice and adapting to the needs of Uniplex (UK) Ltd
- 1.2 Risk assessments: The Health & Safety Representative is responsible for risk assessments in respect of human rights and modern slavery.
- 1.3 Due diligence: The Managing Director is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to receive awareness training during our Induction process.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- 2.1 **Whistleblowing policy:** Uniplex (UK) Ltd encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **Employee Code of Conduct:** The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.
- 2.3 **Environmental Policy:** Uniplex (UK) Ltd Environmental Policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.
- 2.4 **Equality and Diversity Policy:** Uniplex (UK) Ltd is committed to promoting and encouraging equality and diversity in the workplace and eliminating unlawful discrimination to its employees, customers, suppliers and the public sector. This policy's purpose is to provide equality, fairness and respect for all employees. To ensure all employees are treated fairly and in accordance with the Equality Act 2010

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier.

Performance indicators

The Company uses the following methods to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains.

- Ensuring all staff have receive awareness training during our Induction process.
- Monitoring our payroll systems
- C2E Accreditation Audits

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Managing Director endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Adriaan Posthuma

Position: Managing Director

Dated: 28.02.20

Signature:

A handwritten signature in black ink, appearing to be 'A. Posthuma', with a long horizontal flourish extending to the right.