

Modern Slavery Statement

Hospital Metalcraft Ltd is committed to preventing slavery and human trafficking in all its business operations and supply chains. This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and outlines the steps we have taken to identify and mitigate the risk of modern slavery or human trafficking occurring within our business and supply chains.

Our Commitment

We strive to prohibit any form of modern slavery or human trafficking in our business and supply chain. We operate under a code of Core Values that is applicable to all employees and contains the following commitments:

- We act responsibly in an ever-changing business environment
- We are committed to upholding internationally recognised human rights
- We are compliant and promote compliance with all applicable laws and regulations
- We only deal with business partners who share our core values
- We promote ethical behaviour and encourage the reporting of any illegal or unethical behaviour
- We hire promote and pay our employees fairly
- We allow our employees the right of free association (trade union membership)
- We're committed to behaving responsibly and contributing to the long-term wellbeing of the communities in which our employees live and work.

Our Supply Chains

We work with suppliers from various regions and sectors, and we are committed to ensuring that ethical practices are maintained throughout our supply chains. We recognise that certain industries and geographical areas pose a higher risk of modern slavery and human trafficking. As part of our due diligence process, we undertake supplier assessments to monitor and address these risks.

Our Policies on Modern Slavery

Hospital Metalcraft Ltd has established the following policies to ensure modern slavery is not present within our business operations:

- **Anti-Slavery and Human Trafficking Policy:** This policy sets out our commitment to acting ethically and with integrity in all our business dealings.
- **Whistleblowing Policy:** We encourage employees, suppliers, and third parties to report any concerns related to modern slavery or unethical practices through our confidential whistleblowing channels.
- **Supplier Code of Conduct:** Our suppliers are required to adhere to our ethical standards, which include prohibiting forced labour, child labour, and human trafficking.

Due Diligence and Risk Management

To identify and mitigate risks of modern slavery, we have implemented the following measures:

- **Risk Assessments:** We conduct regular assessments of potential risks in our supply chains, focusing on high-risk sectors and regions.
- **Supplier Audits:** We engage with our suppliers and carry out audits to ensure compliance with anti-slavery standards.
- **Training:** Where relevant, employees involved in procurement, supplier management, and other relevant roles receive training on modern slavery risks and reporting mechanisms.

Effectiveness and Performance Monitoring

Regularly reviews and assess are conducted, this includes monitoring supplier performance, analysing audit results, and following up on any reported incidents. We are committed to continuous improvement and will act as necessary to address any emerging risks.

Continue Monitoring and Improvements

Hospital Metalcraft Ltd will:

Continue to develop our risk management processes.

Strengthen our supplier audit program to ensure compliance with our modern slavery standards.

Provide further training and awareness programs for our staff and suppliers.

Approval

This statement has been approved by the Board of Directors of Hospital Metalcraft Ltd and signed on behalf of the board by:

Ian Sim

Finance Director
Hospital Metalcraft Limited

August 2024