

# MODERN SLAVERY STATEMENT

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## A) ORGANISATION

This statement applies to Selamedical UK Ltd (referred to in this statement as ‘the Organisation’). The information included in the statement refers to the financial year end 31<sup>st</sup> October 2024.

## B) ORGANISATIONAL STRUCTURE

The Organisation has one central office based in New Southgate, London. This is where all the administrative employees work. The remaining employees travel from their home to the hospital sites they support. The Organisation consists of a Surgical, Diagnostic and Radiology division. The Organisation is controlled by a board of Directors.

The Organisation is a medical device distributor supplying predominantly consumable products and providing technical support to the NHS and private hospitals in the United Kingdom and Ireland, in order to ensure the optimal patient care takes place. The demand for these products and services is consistently high throughout the year and is therefore not seasonal.

The labour supplied to the Organisation in pursuance of its operation is carried out wholly in the United Kingdom and Ireland.

## C) DEFINITIONS

The Organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

## D) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK and Ireland.

## E) SUPPLY CHAINS

In order to fulfil its activities, the Organisation’s main supply chains include those related to the supply of Medical devices from various suppliers and manufacturers both in the UK, Canada, Italy, United States of America, France, Israel, Netherlands, and Switzerland. We understand that some of the Organisation first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers. The Organisation also uses providers of other services necessary to run our business effectively, such as Couriers, IT, Accounting, Quality & Regulatory, and Legal Consultants.

## **F) POTENTIAL EXPOSURE**

The Organisation considers its main exposure to the risk of slavery and human trafficking to potentially exist in lower tier suppliers providing the raw materials to some of our manufacturers, which we are currently in the process of mapping.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

## **G) STEPS**

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

Reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery:

A supplier Questionnaire in place to identify and assess the potential risk in its supply chain.

A supplier up to date declaration is received from each manufacturer in accordance with section 54(4) of the Modern Slavery Act 2015.

## **H) KEY PERFORMANCE INDICATORS**

The Organisation has set the following key performance indicators for 2024 to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains:

The organisation will ensure that an up to date declaration is received from each manufacturer in accordance with section 54(4) of the Modern Slavery Act 2015;

The Organisation will ensure that the supplier questionnaires are up to date and have been reviewed;

The Organisation will ensure that the supplier contracts review to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery.

## **I) POLICIES**

The Organisation has the following policies which further define its stance on modern slavery: Code of Conduct policy; Modern Slavery Policy; Recruitment policy; Labour Standards Policy.

## **J) TRAINING**

The Organisation provides the following training to staff to effectively implement its stance on modern slavery, this includes induction training on modern slavery related policies.

**K) SLAVERY COMPLIANCE OFFICER**

The Organisation has a Slavery Compliance Officer, Paul Silverstein to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

**Date of approval:** 04/01/2025

Signed..........

**Company Director**