

P419 ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

Medisort maintains relationships with many different organisations in its supply chain, as well as directly employing people. Medisort has a zero-tolerance approach to modern slavery both within the company and within its supply chain. We have reviewed our existing compliance and risk management processes following the introduction of the Modern Slavery Act 2015 to determine to what extent measures already exist, and what further measures may be required to prevent slavery and human trafficking taking place in any part of our businesses or in our supply chains.

Our Code of Conduct states that Medisort respects fundamental human rights and is committed to the principles set out in the United Nations Universal Declaration of Human Rights. We support and respect the protection of human rights within our sphere of influence, in particular the effective elimination of compulsory labour and child labour.

PURPOSE OF THIS POLICY

Modern slavery is a criminal offence under the Modern Slavery Act 2015 (the “Act”). Modern slavery can occur in various forms, including servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own businesses or those of our suppliers.

STEPS FOR THE PREVENTION OF MODERN SLAVERY

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and we are evolving and updating our contracting processes to include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We require our suppliers to hold their own suppliers to the same high standards. Whilst recognising our statutory obligation to set out the steps we have taken to ensure that modern slavery and human trafficking is not taking place in our supply chains, we acknowledge that we do not control the conduct of individuals and organisations in our supply chains.

RESPONSIBILITY FOR THE POLICY

Ultimate responsibility for the prevention of modern slavery rests with the company’s Directors they have overall responsibility for ensuring this policy and its implementation comply with our legal and ethical obligations. Managers at all levels are responsible for ensuring those reporting to them: understand and comply with this policy.

ACTIONS TO REPORT MODERN SLAVERY OR HUMAN TRAFFICKING

Internal

Employees are encouraged to raise any concerns about suspected modern slavery associated with the company or our suppliers and should do this through their line manager.

External

Members of the public or people not employed by Medisort to write, in confidence, via e-mail: Ask@MEDISORT.co.uk or to the registered office) to raise any concern, issue or suspicion of modern slavery in any part of our business or related supply chain. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

BREACHES OF THIS POLICY

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If an issue is identified with a supplier we will work with them to prepare a corrective action plan and resolve all violations within an agreed upon time period. We reserve the right terminate our relationship with individuals and organisations in our supply chain if they breach this policy.

COMMUNICION AND AWARENESS OF THIS POLICY

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

REVIEW

Following its initial adoption, this Anti-Slavery and Human Trafficking Policy will be reviewed by the Directors on a regular basis (at least annually) and may be amended from time to time. This policy will be subject of an annual review to ensure its continued effectiveness.

Stuart Brittle

Managing Director

April 2026