

## Introduction

This statement sets out the steps that Probo Medical Ltd is taking to ensure that slavery and human trafficking are not taking place in either its core operations or its supply chains. Probo Medical is not required to produce a Modern Slavery Statement under Section 54 of the Modern Slavery Act 2015.<sup>1</sup> However, modern slavery is something that Probo Medical takes very seriously and we believe that it is good practice to be transparent about our work and how we manage modern slavery risks. This modern slavery statement is the starting point for us to identify and improve our policies, procedures and processes to prevent, mitigate and manage the risk of modern slavery in our operations and supply chains.

## Our Policy on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or any part of our business. We will act ethically and with integrity in all our business relationships and will enforce effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in our supply chains.

Probo Medical operates under the following policies, which ensure that business is conducted to the highest ethical standards:

- Sustainability Policy
- Quality Policy
- Health and Safety Policy
- Whistleblowing Policy
- Grievance Procedure
- Complaints Policy

Probo Medical work with a wide range of suppliers who provide goods and services to support our operations. We are developing a programme to assess the modern slavery standards of our key suppliers. We remain focussed on raising awareness across all staff to ensure that all products and services are sourced and supplied responsibly and ethically.

## Employee Wellbeing

Probo Medical has a clear framework of rules and behaviours and encourages the reporting of any concerns or breaches so that they can be dealt with appropriately in line with our policies and procedures.

Probo Medical checks that staff can demonstrate their eligibility to work in the UK. Our Whistleblowing Policy encourages staff to report concerns, including any related to modern slavery/trafficking and child or forced labour.

Moving forward we will provide advice and guidance for those who have direct responsibility for relevant supply chains. We also provide a guidance document which is available for all staff through our HR portal.

## Approval

This statement has been formally approved by the Probo Medical Executive Team

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<sup>1</sup> Section 54 of the Act requires all companies with an annual turnover greater than £36m, that are based in or operate in the UK, to produce an annual statement setting out what they have done in the previous financial year to prevent human trafficking and modern slavery from occurring in their operation or supply chain.