

Probo Medical Ltd

Modern Slavery Statement 2025

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. Although Probo Medical is not required to produce a Modern Slavery Statement under Section 54 of the Modern Slavery Act 2015,¹ we have chosen to publish this voluntary statement to demonstrate our commitment to ethical business practices. 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

Modern slavery can include forced labour, human trafficking, and other forms of exploitation, and we aim to ensure that such practices are not present in any part of our business or supply chain.

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
- Code of Conduct

Risk Assessment and Due Diligence

Probo Medical work with a wide range of suppliers who provide goods and services to support our operations and we take a risk-based approach to modern slavery:

We are developing a programme to assess the modern slavery standards of our key suppliers. We remain focussed on raising awareness across all of our workforce to ensure that all products and services are sourced and supplied responsibly and ethically. We encourage transparency and collaboration with suppliers to mitigate potential risks.

¹ 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.

Employee Wellbeing

Probo Medical has a clear framework of 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 ensures that employees demonstrate their eligibility to work in the UK by providing the appropriate Right to Work document. Our Whistleblowing Policy encourages employees 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 system.

Approval

Senior management are responsible for overseeing our approach to modern slavery. Regular updates on risks, audits, and training are provided to ensure ongoing commitment.

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