

Modern Slavery Statement

Introduction

This statement sets out Patterson Medical's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

As part of the procurement of medical devices, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

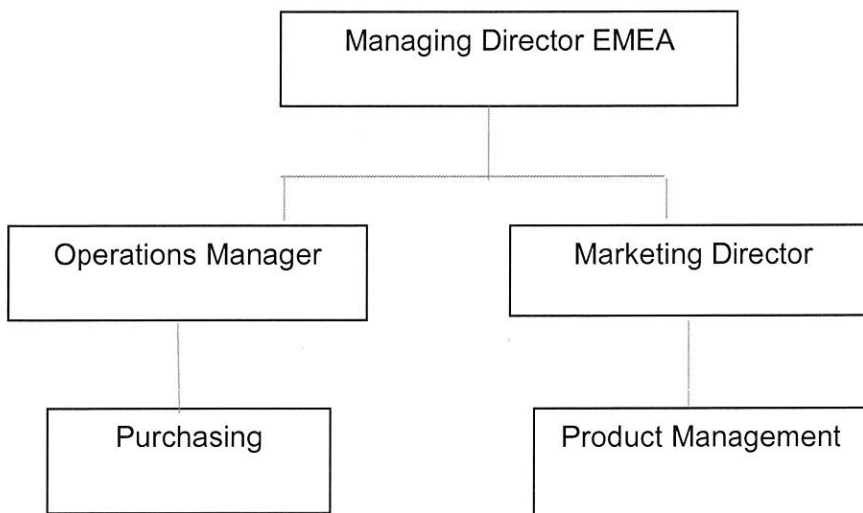
The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

This statement covers the activities of Patterson Medical:

- The manufacture, sales and distribution of medical devices, assistive technology and aids for daily living. The project management of new product introduction from control of design services to release and support of manufactured product. Service and validation of Jamar dynamometers. (Ref. PM LRQA ISO 9001-13485 Certificate September 2018).

Supply Chain Organisation Structure



Countries of operation and supply

The organisation currently operates worldwide.

The following is the process by which the company assesses whether or not particular activities or countries are high risk in relation to slavery or human trafficking:

Patterson Medical Ltd.

- Business Social Compliance Initiative risk list of countries at risk from potential ethical standards breaches identified our Chinese vendors as a risk country.

Responsibility

Responsibility for the organisation's anti-slavery initiatives is as follows:

- **Policies:** Human Resources
- **Risk assessments:** Regulatory & Compliance
- **Investigations/due diligence:** Regulatory & Compliance
- **Training:** Regulatory & Compliance and Human Resources.

Relevant Policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy** The Policy is designed to enable employees of the Company to raise concerns internally and at a high level and to disclose information which the individual believes shows malpractice and impropriety. This policy is intended to cover concerns which are in the public interest and may at least initially be investigated separately but might then lead to the invocation of other procedures e.g. disciplinary. (Ref: Whistleblowing Policy January 2013).
- **Code of Business Conduct** The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain. (Ref: Code of Business Conduct September 2015)
- **Supplier Delivery Manual** The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship. (Ref: SC-P-14 Supplier Delivery Manual v1).
- **Business Manual** The organisation has a social accountability policy to address slavery and human trafficking risks. (Ref: Business Manual issue 16).
- **New Product Proposal Process** The organisation's due diligence and reviews include the completion of the New Product Information Form for each supplier. (Ref: MKT-F-01 rev18 New Product Information Form).

Due Diligence

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence and reviews include joining SEDEX (Supplier Ethical Data Exchange) to assist our responsible purchasing. Our Chinese vendors were identified as a risk country. Chinese vendors have been sent SEDEX questionnaires and added to our SEDEX online assessment profile. (See reference documents).

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Awareness-raising programme

The organisation has raised awareness of modern slavery issues by displaying the Modern Slavery Statement on the Company Notice boards across the organisations premises and ensuring staff are fully aware of the policy and its content.

Reference Documents:

- Patterson Medical LRQA ISO 90001-13485 Certificate
- Whistleblowing Policy
- Code of Business Conduct
- Supplier Delivery Manual
- Business Manual
- New Product Information Form
- Empowering sustainable and ethical supply chains Sedex, the Supplier Ethical Data Exchange, is a not for profit membership organisation dedicated to driving improvements in responsible and ethical business practices in global supply chains. Sedex helps members tackle forced labour in their supply chain. – See www.sedexglobal.com

Board Member approval

This statement has been approved by the organisation's Board of Directors, who will review and update it annually.



Ian Thomas
Managing Director

13th May, 2016