

Slavery and Human Trafficking Statement Schultz Medical (UK) Ltd – Statement

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps the company has taken during the financial year from 1st January 2025 to 31 December 2025 to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

Introduction

During 2025 the company has continued to develop our processes and procedures to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

Key Areas of Focus for 2025:

- Embedding procurement strategy processes in supplier selection and contracting process
- Training employees directly involved in engaging suppliers on supplier sourcing, due diligence and contract management framework
- Developing technology systems to improve visibility and management of the supply chain
- Segmenting our supply base according to risk and criticality and applying suitable on-boarding and contracting processes for each
- Reviewing risk assessments for 2025

Our Organisation and Business

Our registered office is in Southport, Merseyside and we have approximately 10 employees in our company all of whom are based in the UK. We operate through our leading brand Gynix and we are committed to providing customers with the products they need to deliver their services.

Our Commitment

We are committed to ensuring that there is no slavery, servitude, forced or compulsory human labour, abuse of power over vulnerable individuals, human trafficking or any other form of exploitation as contemplated by the Modern Slavery Act 2015.

Our Supply Chains

Our supply chains include plastic suppliers, raw metal suppliers, electronic equipment providers and media agency. We act as a producer, manufacturer of medical goods and have supply chains in relation to such activities.

Our Policies on Slavery and Human Trafficking

We confirm our zero-tolerance approach to modern slavery, and which reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We share our approach with our Suppliers which provide links to government guidance and factsheets. We encourage and provide guidance on raising concerns in confidence relating to any wrongdoings which extends to slavery and human trafficking. All reports will be fully investigated, and appropriate remedial actions taken.

Assessment of Modern Slavery Risk within our Supply Chain

During the year we have focussed on Modern Slavery, reviewing risk assessments to determine where the risk of modern slavery and human trafficking lies both within the company and in its supply chains.

All employees in the company have their place of work at the Southport office. Our HR department oversees the engagement and contracting process for these individuals and articulates the benefits available to employees.

Suppliers have been assessed in terms of the nature of services they supply to the company and the geographical risk. These assessments cover the entire scope of our business and service providers. Geographically, most suppliers are based in the UK except for some raw material suppliers. We are aware from due diligence that some of these suppliers, whilst having a UK office base with whom we have a contract, are part of global organisations and utilise the services of individuals based in countries with emerging economies.

Due Diligence Processes for Slavery and Human Trafficking

We understand that our biggest exposure to Modern Slavery remains with organisations, whilst having a UK office base, who utilise the services of individuals based in countries with emerging economies.

Existing suppliers have been made aware of our zero tolerance of modern slavery and have been asked to attest their compliance with the Modern Slavery Act 2015. During 2025 we have been working on embedding a robust procurement framework to support supplier on-boarding and contract renewals. This includes suppliers being required to complete due diligence questionnaires incorporating questions on modern slavery and their associated policies and procedures. The responses will then be reviewed by the procurement team and, if required, discussed with the company secretarial team. New suppliers are also made aware of our zero tolerance of modern slavery and are issued with contracts covering compliance with modern slavery.

Training

Employees are required to complete refresher training covering our Code of Conduct and Human Trafficking Policy on an annual basis. Training is provided to new employees as part of their induction.

Assessment of effectiveness in preventing modern slavery

To assess the effectiveness of the measures taken by Schultz Medical we are, or will be reviewing:

- investigations undertaken into reports of modern slavery and remedial actions taken in response, and
- staff training levels

Further steps

We will continue to undertake training of employees, particularly those directly involved in engaging suppliers, to ensure they understand and comply with the supplier contract management framework when engaging and managing suppliers.

This statement was approved by the Board of Schultz Medical (UK) Ltd.

Signed



Ahmed Bhayat
Managing Director

Date: 1st January
2025