
MODERN SLAVERY STATEMENT

For the financial year ending 31/12/2024

Modern slavery is a crime, it violates human rights and can take many forms, including:

- Many types of exploitation for personal or commercial gain
- Forced labour
- Servitude
- Working for lower than minimum, or no wages
- Degrading practices.

Caremed Alrick UK Ltd is committed to recognition of the Modern Slavery Act 2015, and describes the actions taken to recognise and eliminate risks of exposure to Modern Slavery within the company and its value chains.

1) About Caremed Alrick UK Ltd:

Caremed Alrick UK Ltd is a niche manufacturer and distributor of Class 1 Medical devices to aid patient rehabilitation and mobilisation within critical care and trauma hospital environments. Our products are manufactured in the UK, Italy and Australia, and certain of our components are manufactured in South Asia.

Our supply chains are short, and we purchase a minimal range of goods from a small number of suppliers.

2) Our policies in relation to slavery and human trafficking.

Caremed Alrick UK Ltd has a Modern Slavery Policy that is reviewed annually, and is used to communicate to our employees, suppliers, customers and other stakeholders, our commitment to the principles of the Modern Slavery Act 2015.

The following policies are also pertinent to the Modern Slavery Act 2015 and are available to employees through our Bright HR document system (and included in the issued employee handbook):

- Health, safety, welfare and hygiene (P16)
- Whistle blowing (P25)
- Harassment policy (P33)
- Equality, inclusion and diversity policy (P37)

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- 3) The due diligence processes that we carry out to ensure that there is no slavery or human trafficking in our business and supply chains:

We carry our assessments on all prospective suppliers, including the issuing of supplier questionnaires, as part of our application process. If we are insufficiently satisfied that there is no risk of modern slavery, we would not move forward with the potential supplier. Where possible, overseas suppliers are visited and physically audited against the principles of the Modern Slavery Act 2015. We carry out checks on all UK based employees to ensure that they are legally entitled to work in the UK.

As a company, we are considering the formulation of relevant KPIs with which to systematically measure the effects of our policies on modern slavery. These will be added to future statements as they develop.

- 4) The parts of our business and supply chains where there is a risk of slavery: we examine our supply chain annually where there are no changes, and at the point of investigating procurement for new suppliers, and none of our current supply routes fall within a high-risk category. Caremed Alrick currently manufactures a substantial portion of the goods we supply to the NHS, within our own UK factory at Atherstone, North Warwickshire. Further afield, we purchase finished goods from Italy and Australia, and some metal componentry from India. We have carried out regular physical visits to the factories in Italy (Padua) and Australia, and plan to visit our Indian supplier in the near future. We have used a variety of means to establish that slavery does not take place in factories we have not yet visited, details and records can be provided on request. As a company, we also regularly review the US DOL “list of goods” for risks within our supply chain as identified on their regularly updated excel listing [here](#).
- 5) How effective are our efforts to combat Modern Slavery? Caremed Alrick primarily uses the UK Government MSAT score which is currently at 72% (and ongoing improvement in this score, and the % of mapping of supply chain. As a small business, with short supply chains, we are satisfied that >95% of our supply chain is currently mapped. This is an ongoing project, and each time there is an expansion, or change, mapping is carried out again.
- 6) Training about slavery and human trafficking:

The principles of the Modern Slavery Act 2015 are explained to employees upon induction, and at least annually to keep this commitment front of mind. The tools we use to show staff are:

- MSAT score (and the questionnaire that leads to the completed score (or improvements)
- Our own policy and statement
- E-learning modules hosted by our HR advisory service

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As a company, Caremed Alrick UK Ltd is committed to remaining vigilant on the issue of Modern Slavery, and to the ongoing expectation of compliance throughout the business internally, and through our supply / value chains.

This statement is approved by:

Nathan Thompson

A handwritten signature in black ink, appearing to read 'Nathan Thompson', with a stylized, cursive script.

Managing director
Caremed Alrick UK Ltd
4.7.24