

MODERN SLAVERY STATEMENT

The following constitutes the Schuco International (London) Ltd slavery and human trafficking statement for the financial year commencing 1 May 2022 and ending 30 April 2023, in compliance with Section 54⁽¹⁾ of the Modern Slavery Act 2015.

This statement sets out the steps we have already undertaken, and the future roadmap for the prevention of slavery and human trafficking within our supply chain.



OUR BUSINESS

Schuco International (London) Ltd is a family-owned business founded in London in 1957. Our focus is on bringing the latest innovations in skin technology to medical professionals in the United Kingdom of Great Britain and Northern Ireland, who practice in the fields of Dermatology, Aesthetics, Cosmetics, Plastic Surgery and others. We work with leading manufacturers of Medical Devices from around the world, who produce products which cover the process from patient diagnosis to treatment of all types of skin conditions.

As a business we understand our responsibility in the global community to ensure that all individuals are free to live and work without the threat of violence, coercion, or deception. The issue of modern slavery is both worldwide and serious; with the COVID-19 pandemic placing greater strain on the underlying factors that can eventually push people into modern slavery and human trafficking.

One of our key focuses has been around assessing the risk within our supply chain, understanding why that risk exists, and working with our suppliers to address any underlying pressures and thereby work towards eradicating that risk.

OUR POLICY COMMITMENTS

As a business, we are committed to doing the right thing by ensuring we respect internationally recognised human rights and the environment.

We operate several internal policies and processes that ensure we are conducting business in an ethical manner. Some of these are detailed below:

- Labour Standards Policy
- Whistle-blower Policy
- Employee Code of Conduct
- Procedure for Purchasing and Evaluation of Suppliers
- Diversity and Inclusion Policy
- Annual Supplier Audit and Assessment

MODERN SLAVERY AND ONGOING SUPPLIER ASSESSMENT

The relationships we build with our suppliers are the cornerstone to succeeding in a sustainable and ethical manner.

We are continuing to work with them to ensure they are aligned with our values and that they are aware of our commitment to protecting both internationally recognised human rights and the environment within which we all live. As part of our supplier evaluation processes, we score all suppliers annually upon a number a wide-ranging factors, including governance, social, environmental and how they impact their employees and communities.

We also work with our suppliers to map out their own supply chains, so that we can help them undertake similar processes to ours with regards to modern slavery. The supplier evaluation process is continuing to evolve and further develop over time.



THE WAY FORWARD

This is our first modern slavery statement. Over the next year, we will continue to provide awareness training to all our colleagues on the Modern Slavery Act 2015 and make suitable resources available to enable them to take appropriate action if they suspect a case of slavery or human trafficking. As outlined in this statement we will also continue to do our own risk assessments and work with our suppliers to help them better understand the anti-slavery activity they should be undertaking.

Moving forward our supplier evaluation now requires all of our suppliers to comply with the requirements of the Modern Slavery Act 2015, as well as complete our 'Supplier Assessment' annually. In addition, we physically visit our suppliers at least on an annual basis.

Suppliers are then ranked based on their assessment results, and action plans specific to the challenges of each are produced. We work closely with them in order to reduce the risk of modern slavery and human trafficking within the supply chain, and set out clear guidance on how to proceed if an instance is uncovered.

COMMITMENT

At Schuco, we are committed to continually improving and developing our work around modern slavery, labour standards and the environment, in order to continue contributing positively and ethically to all stakeholders across our business.



APPROVAL & SIGNATURE

We made sure to involve internal stakeholders in the creation of this statement and gave them multiple opportunities to review and provide feedback throughout the drafting process.

This statement was approved by the Schuco International London (Ltd) CEO.

Schuco International London Ltd

Chris Littlejohn CEO

