

Modern Slavery Act (2015) Statement

The United Kingdom (UK) Modern Slavery Act of 2015 requires businesses to provide a statement pertaining to their efforts to eradicate slavery and human trafficking from supply chains. This document constitutes Lawmed's policy statement.

About Lawmed:

Lawmed is a leading, UK based, distributor of medical devices, technology, and solutions.

We aim to be a positive social presence in the communities in which we work. We aim to promote basic human rights by following applicable local, national and global labour laws, and we do not allow child or forced labour by our Company or suppliers. We also follow all applicable wage and hour laws, including minimum wage, overtime and maximum hour rules.

Working in partnership with both our employees and our global supply chain, we are committed to preventing slavery, forced labour, human trafficking, and any other forms of exploitation and abuse of vulnerable individuals. This policy applies to all employees, contractors, suppliers, and any other third parties associated with our business.

Prohibition of Slavery and Forced Labour

We strictly prohibit the use of slavery and forced labour in any form within our organization, supply chain, or business operations. We will not tolerate any practices that deprive individuals of their freedom, including physical or mental coercion, threats, or any other form of abuse.

Employment Practices

We are committed to providing fair and ethical employment practices, which includes paying fair wages and providing safe working conditions for our employees. We ensure that our employees have the right to work voluntarily, without any coercion or threat of harm. We will not employ any individual who is not legally authorized to work, and we will conduct thorough background checks and verification of our employees' right to work.

Supply Chain

We expect all of our international suppliers and business partners to comply with our own ethical standards. We will not knowingly engage in any business relationships with individuals or organizations that violate this policy by:

- Verifying product suppliers with elevated risk by evaluating and addressing the risks of human trafficking and slavery through the following mechanisms:
- Complying with Global Human Rights and Labor Standards Policies that prohibit the use of slavery and human trafficking in supplier facilities.

- Establishing a Supplier Sustainability Audit to monitor and verify the compliance of its suppliers where we consider there is an elevated risk.
- Identifying geographies and industries where operations and suppliers could have elevated modern slavery risks.

Training and Awareness

We will provide training and awareness programs for all of our employees, contractors, and suppliers to ensure they understand the importance of preventing slavery and forced labour. We will also communicate this policy to our stakeholders and the public through our website, social media, and other channels.

Reporting and Investigation

We encourage anyone who suspects any violations of this policy to report it to their supervisor, HR department, or a designated representative. We will take all reports seriously and investigate any alleged violations promptly and thoroughly. We will also take appropriate action to address any confirmed violations, which may include termination of employment or business relationships.

Review and Improvement

We will review and update this policy periodically to ensure it remains relevant and effective in preventing slavery and forced labour. We will also seek to improve our practices and performance in this area and collaborate with our stakeholders to achieve a slavery-free supply chain.



John Black

Commercial Director.

4th April 2023