

Modern Day Slavery and illegal Workers Policy

Astor Bannerman (Medical) Ltd recognizes that slavery, human trafficking and illegal workers remain a concern throughout today's society.

This Policy Statement sets down our commitment to preventing slavery, human trafficking and illegal workers in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery, human trafficking or illegal workers in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways (but not limited to):

- Employee training in order establish understanding of requirements,
- More stringent vetting and investigation of our supply chain (contractors, sub-contractors, policies, contracts etc.).
- Continually audit & review our practices for checking all employees are paid at least the minimum wage and have the right to work.
- We encourage the reporting of concerns and the protection of whistleblowers.
- The company will not knowingly support or deal with any business involved in slavery or human trafficking.
- We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

Astor Bannerman (Medical) Ltd carry out appropriate VISA, Passport and DOB checks to ensure all employees are entitled to work in the UK in accordance with Sections 15 to 25 of the Immigration, Asylum & Nationality Act 2006. Should a non-UK resident apply to work with us, a copy of their work visa and passport would be required. All necessary checks would then be made to ensure the person had the right to work in the UK and they have no immigration restrictions that prevent them from doing the work in question.

Should a potential employees' right to work in the UK be on a temporary basis, additional checks will be carried out to ensure that their documents have been renewed prior to them commencing employment to prevent a situation where their working rights would expire during their period of employment.

We will use the following methods to measure how effective we have been to ensure that slavery, human trafficking and the use of illegal workers is not taking place in any part of our business or supply chains:

- Completion of internal Audits.
- Use of labour monitoring and payroll systems.
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.
- Annual Senior Management review.

Astor Bannerman (Medical) Ltd will undertake due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes the building of long-standing relationships with suppliers and making clear our expectations of business partners.

A handwritten signature in black ink, appearing to be 'M. Bannerman'.

Managing Director
Astor-Bannerman (Medical) Ltd
24th April 2023