

ADM-PO-07A

Anti-slavery and human trafficking statement

Rev 7

Date: Jul 2025

1. Policy

The Drive DeVilbiss Healthcare Ltd (the Company) group of companies prohibits slavery, forced labour and human trafficking of any kind in relation to our business operations and our supply chains. The Company has a zero-tolerance approach to any form of modern slavery or human trafficking. We support the promotion of ethical business practices and policies to protect workers from any kind of abuse or exploitation in relation to our group businesses and supply chains.

2. Our Group of businesses

We are one of the leading manufacturers and distributors of durable medical with manufacturing and distribution centres around the UK. Our group includes the following businesses:

- Drive DeVilbiss Healthcare Ltd.
Manufacturer and distributor of durable medical equipment, mobility products, respiratory and sleep aids, pressure care products and beds.
- Drive DeVilbiss Sidhil Ltd.
Manufacturer of specialist pressure care products, hospital and community beds.
- Specialised Orthotic Services Ltd.
Manufacturer of specialist seating and mobility aids.

3. Communication, compliance, and risk assessment

In the last year we have taken the following steps in relation to our policy on anti-slavery and human trafficking. We continue to communicate our company policies:

ADM-PO-01 SHEQ policy Rev 27
ADM-PO-06 Ethical policy Rev 10
ADM-PO-07 Anti-slavery & human trafficking policy Rev 7
ADM-PO-45 External whistle blowing policy Rev 1

Our employees are trained on these policies and complete an E-Learning programme.

These policies are issued to existing and new suppliers along with our standard purchasing terms and conditions. Within the standard purchasing terms and conditions adhering to these policies is a condition of trading with the Company. They are re-issued throughout our supply chain every time they are updated.

Procedures to meet the requirements of the SA8000 Social accountability management standard are integrated within the Company's management systems manual.

In August 2017, the Company were externally assessed by SGS for LSAS against the SA8000 Social Accountability Management Standard and attained LSAS Level 1.

In December 2017, the Company attained LSAS Level 2.

In August 2020, the Company attained LSAS Level 3.

In September 2021, the Company attained LSAS Level 4 in two criteria areas and Level 3 in the remaining thirteen criteria areas.

In August 2023, maintained LSAS Levels; 2 criteria areas at Level 4, and 13 Categories at Level 3.

4. Supply chain

In relation to the group's assessment of risk, we are continually assessing our suppliers in the UK and overseas. Most of our purchased products are imported into the UK. These are mainly machine manufactured goods as opposed to labour intensive handmade products.

The Company has considered that the highest-risk areas are our suppliers outside of the UK and EU. This includes component suppliers, raw material suppliers, third party manufacturers, service providers and sub-contractors.

To mitigate risks where possible, our suppliers in all countries, including the UK, are required to complete our supplier evaluation form which includes a section on social accountability and labour standards.

To make our stance clear to our employees, our supply chain, and any other affected parties, we follow the guidance set out within the Ethical Trading Initiative Base Code, included in our Ethical Policy ADM-PO-06.

5. Supply chain Key performance indicators

In understanding if the effectiveness of the steps the Company has taken to ensure that slavery or human trafficking is not taking place within our business or supply chain, the Company checks that:

- No reports have been received from employees, the public, or law enforcement agencies to indicate that modern slavery is taking place within our business or supply chain
- No irregularities are identified on audits of suppliers
- Online searches of key suppliers have not identified any suppliers convicted of offenses relating to modern slavery or human trafficking.

6. Breaches

In the event of any suspected failure by a supplier to comply with our Policies, we will investigate the circumstances with the supplier.

In the event of any breach of the policy being identified because of such an investigation, we will review what appropriate remedial action we require the supplier to undertake and also determine, on a case-by-case basis, whether our trading relationship with that supplier should be monitored, suspended or terminated.

7. Our commitment

We will continue to strive to find effective ways of improving communication and adherence to ethical business practices and assessment of risks and always welcome feedback from all stakeholders in relation to our business. Our policies, procedures and approach to verification processes are geared toward what we think are balanced and reasonable, practical and effective.

8. Approval

This statement is made under section 54 of the Modern Slavery Act 2015 and is our anti-slavery and human trafficking statement for the 2024 financial year.

This statement has been approved by the Board of Directors and a copy of it has been signed by Mr. Mark Thompson, the group Operations Director.

