

Part 6: Modern Slavery and Human Trafficking Statement

H&R Healthcare is a leading UK healthcare product and service partner for healthcare consumers, professionals and institutions. Our supply chain network includes third party suppliers situated in the UK, Germany, USA, Netherlands, Norway and Republic of Ireland, and these suppliers have manufacturing locations in Europe, North America and Asia.

H&R Healthcare is committed to upholding ethical labour practices and procedures in its corporate activities, and in its supply chains. This statement sets out our approach to achieving this and has been approved by Senior Management. This statement is also published in accordance with the requirements of the UK Modern Slavery Act 2015 Section 54 and relates to actions and activities during the financial year 1 January 2019 to 31 December 2019.

Our responsibility in this area includes creating awareness and understanding of human rights, employment and labour practices. By incorporating these principles into our strategies, policies and procedures, and living out our values, H&R Healthcare will uphold our basic responsibilities to our people, our environment, and set the stage for our long-term success.

We with third parties who adhere to business principles and health, safety, social and environmental standards consistent with our own. Third parties who carry out business on our behalf, either directly or indirectly, must also understand and follow applicable laws when carrying out that business.

H&R Healthcare supports and respects the protection of internationally proclaimed human rights, and we strive to ensure that we are not complicit in human rights abuses. We also uphold the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, and the effective abolition of child labour. Our principles regarding quality, environment and ethical labour practices are founded on the following key UN and International Labour Organisation conventions as amended or restated from time to time:

- Forced and compulsory labour (ILO Conventions Nos. 29 and 105)
- Freedom of association and the Right to Collective Bargaining (ILO Conventions Nos. 87, 98, 135 and 154)
- Child Labour (UN Convention on the Rights of the Child, ILO Conventions Nos. 138, 182 and 79, and ILO Recommendation No. 146)
- Discrimination (ILO Conventions Nos. 100 and 111 and the UN Convention on Discrimination Against Women)
- Harsh or Inhumane Treatment
- Health & Safety (ILO Convention No. 155 and ILO Recommendation No. 164)
- Wages (ILO Convention No. 1 and 14)
- Working Hours (ILO Convention No. 1 and 14)
- Marginalised Populations (UN Covenant on Civil and Political Rights Art. 1 and 2)

Policy (POL)

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Cancels: POL016A
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- Environment
- Corruption

We refer for further reading to: www.ilo.org.

Ensuring that we maintain the highest moral and ethical standards regarding quality, environment and ethical labour practices is a top priority at H&R Healthcare. Simply put, it's the right thing to do – as an industry, as an organisation, as an employer, and as human beings.

Actions undertaken in 2019

1. H&R Healthcare employees received induction training and annual refresher training in Modern Slavery and Human Trafficking.
2. Our purchasing team undertake due diligence with all current suppliers which includes evaluating modern slavery and human trafficking risk on an annual basis. In 2019, we expanded this due diligence to include all new suppliers prior to supplier onboarding. Suppliers are required to provide information regarding their labour standards in the following areas:
 - Employment being freely chosen,
 - Freedom of association and the right to collective bargaining,
 - Working conditions,
 - Child labour,
 - Minimum wage laws,
 - Working hours,
 - Discrimination,
 - Regular employment, and,
 - Harsh and/or inhuman treatment

We review responses and conduct follow up due diligence with the supplier for further information to evaluate supplier risk.

3. We successfully completed Level 1 of Labour Standards Assurance System (LSAS).

Key Performance Indicators (KPIs) used to measure progress:

1. KPI: To maintain LSAS accreditation and awareness of Labour Standards issues.

To support the above statement, please see the below H&R Healthcare documents:

ISO 9001:2015 Certificate
Labour Standards Assurance (SOP034)
Supplier Code of Conduct (POL006)
Labour Standards Assurance Systems Policy (POL005)

Signed Mike Hoskins

Date 29th September 2020

Mike Hoskins – Director