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1. Complying with the Modern Slavery Act 2015

The Government has introduced new measures to strengthen the Modern Slavery Act 2015 and ensure that large businesses and public bodies tackle modern slavery risks in supply chains. It is now a requirement for organisations with a turnover of £36 million or more to publish their modern slavery statements. Although CES Medical Ltd does not currently meet the turnover threshold, we have chosen to comply with the requirement.

This statement covers our current position on modern slavery and sets out how we ensure that slavery and human trafficking does not occur in any part of its business or supply chain.

CES Medical Ltd is a private limited company. All employees of the company work in the UK.

2. Supply Chain

We do not have any direct supply chain outside of the UK and utilise a robust procurement and tendering process and undertake due diligence to ensure we engage with reputable contractors who adhere to relevant legislation and regulation and are not subject to any investigation. We

also maintain our contracts, reviewing these on a regular basis to ensure compliance with legislation and regulation.

We will continue to monitor our supply chain and ensure that our approved suppliers take appropriate steps to comply with relevant legislation. The Directors monitor suppliers, providing further reassurance of compliance.

We will only conduct business with organisations who fully comply with this statement, the terms of contracts or those who are taking verifiable steps towards compliance.

Our pre-qualification questions for suppliers applies a requirement to have measures in place to minimise risk of modern slavery in their business.

3. Customers

Some of our customers are vulnerable to modern slavery and we have a part to play in keeping our customers safe. We have a robust reporting approach to safeguarding, and it is everyone's responsibility to ensure concerns over modern slavery and safeguarding is reported and dealt with.

4. CES Medical Ltd as an employer

CES Medical Ltd reviews terms of employment regularly to ensure they comply with all relevant legislation. We feel there is a very low risk of slavery or human trafficking within our business. With agency staff, we use reputable suppliers and we have policies and procedures designed to mitigate any risks. Relevant policies may include (but are not limited to);

- Anti-bribery
- Anti-fraud
- Safeguarding
- Recruitment
- Whistleblowing
- Diversity and inclusion
- Code of Governance
- Employee Code of Conduct
- Practising privileges policy and procedures

All policies and procedures are available to staff and are published on our internal HR portal. We will continue to review and update policies and procedures where necessary to ensure there is no slavery and human trafficking within our business.

5. Training and awareness

We are aware that the sector in which we operate has vulnerable persons who may be exposed to slavery and human trafficking. We operate under robust safeguarding procedures (Adult & Child Safeguarding) and training is mandatory for all employees.

We have increased our safeguarding training and awareness with mandatory training across the company and strengthened our message with internal communication around this subject.

We will continue to engage with our employees, patients and Board and be vigilant and continue to provide training to employees and, if appropriate, our suppliers.

We will continue to raise awareness and understanding across the organisation of the risk of slavery and human trafficking.

Anti-Slavery day (18 October) provides an opportunity to raise awareness of human trafficking and modern slavery and we will mark the day with communication and awareness-raising throughout the company and our supply chain to highlight good practice and focus attention where improvements may need to be made.

6. Compliance

We have not identified any breaches of the Act in the financial year 2023/24 and none so far in 2024/25.

7. Governance

Responsibility for this statement sits with our Board and the leadership team. This statement is made under section 54(1) of the Modern Slavery Act 2015. It constitutes our Company's slavery and human trafficking statement for the financial year ending 31st March 2026. This statement has been approved by the Board.

This statement will be reviewed and updated on an annual basis.

Signed:



Elion Hyseni
Director
On behalf of the CES Medical Ltd Board