

**Remserve Medical Supplies LTD**  
**Modern Slavery Prevention and Ethical Guidelines Policy (UK)**

**Introduction**

At Remserve Medical Supplies, we are committed to upholding the highest ethical standards in every aspect of our operations. We recognize the significant responsibility we have to eliminate all forms of modern slavery, human trafficking, and exploitation within our business and supply chains.

This policy is in accordance with the UK Modern Slavery Act 2015 and outlines our approach to ensuring ethical standards in preventing modern slavery.

We recognize that modern slavery is a global issue that affects all industries and countries, including the UK, and we are dedicated to taking proactive steps to combat it.

**Scope**

This policy applies to:

- All employees, contractors, and associates of Remserve Medical Supplies.
- All UK-based suppliers, vendors, and business partners, as well as any international partners engaged in operations with Remserve Medical Supplies.
- Third-party entities, including service providers, distributors, and agents.

**Key Ethical Guidelines**

**1. Legal Compliance**

- Remserve Medical Supplies fully complies with the UK Modern Slavery Act 2015 and all other applicable UK and international laws concerning human rights and labour practices. We are committed to upholding these regulations to ensure ethical and fair practices throughout our operations.

Commitment to Transparency:

- We pledge to maintain transparency in all areas of our business and supply chains, fulfilling both our legal and moral obligations. Our focus is on ensuring accountability and openness in every step of our processes, in line with best practices for ethical conduct.

**2. Commitment to Human Rights**

- We are committed to upholding the fundamental rights of all individuals. Our operations and business relationships are designed to respect international human rights standards, including the Universal Declaration of Human Rights and the UK Human Rights Act 1998.
- We ensure that our policies, practices, and processes do not contribute to modern slavery, forced labour, or human trafficking, whether directly or indirectly.

### **3. Supplier and Partner Accountability**

- We hold our suppliers and business partners to the same ethical standards that we apply within our own organization. We expect our partners policies to be aligned with the UK Modern Slavery Act 2015 with a clear commitment to eradicating modern slavery.

### **4. Fair Employment Practices**

- We are committed to providing a safe, fair, and inclusive working environment for all employees. All workers will be employed voluntarily and provided with a clear contract outlining their rights, pay, working hours, and entitlements.
- We prohibit any form of exploitation, such as forced labour, debt bondage, child labour, and human trafficking, in our UK operations and supply chains. All employees have the right to freely choose their work and are free to leave their employment with due notice.

### **5. Zero Tolerance to Forced Labour**

- Any form of forced labour, including bonded labour, involuntary prison labour, or other forms of involuntary servitude, is strictly prohibited. We actively work to ensure that no individual is coerced into work under any circumstances within our business or supply chains.
- Any supplier or partner found to be engaging in such practices will be subject to immediate investigation and appropriate action, including possible termination of the business relationship.

### **6. Protection of Vulnerable Groups**

- We acknowledge the vulnerability of certain groups, such as migrant workers, refugees, and women, to modern slavery and exploitation. Safeguards will be put in place to protect these groups from abuses in our workforce and supply chains.
- We commit to promoting diversity, equality, and the protection of minority groups in all our employment practices and business relationships.

### **7. Training and Awareness**

- We provide training to employees for those involved in procurement, supply chain management, on the risks of modern slavery and how to identify and report suspected instances of exploitation.
- We alert our suppliers and business partners of this policy, to ensure they are aware of their responsibilities in preventing modern slavery and meeting UK legal obligations.

## 8. Reporting and Whistleblowing Mechanisms

- We encourage employees, suppliers, and third parties to report any concerns related to modern slavery, human trafficking, or exploitation in our operations or supply chains. This can be done confidentially through our whistleblowing policy or external reporting mechanisms.
- Reports of suspected modern slavery will be report to the appropriate UK authorities promptly, with protection for those who raise concerns under the UK Public Interest Disclosure Act 1998 (PIDA).

## 9. Monitoring and Auditing

- Remserve Medical Supplies audits and monitors its supply chains to identify and mitigate modern slavery risks. We use a risk-based approach, focusing on high-risk areas such as industries or regions where modern slavery is more prevalent.
- Audits are conducted if it becomes known that our suppliers are not following our ethical guidelines and UK legal standards.

## 10. Continuous Improvement

- We are committed to continuous improvement in our approach to preventing modern slavery. This includes regularly reviewing and updating our policies, training programs whenever necessary, regularly reviewing risk assessments to reflect emerging risks and best practices.
- We will engage with industry peers, non-governmental organizations (NGOs), whenever needed and other stakeholders to share knowledge, learn from best practices, and improve our efforts to combat modern slavery.

## Governance and Accountability

- Senior leadership is responsible for ensuring that the company complies with this policy and all related legal obligations where applicable.
- Any reported events or findings of modern slavery within the company or its supply chains will be reported to the Directors immediately.

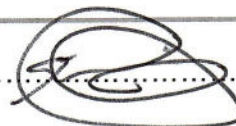
## Conclusion

Remserve Medical Supplies is committed its role in the fight against modern slavery and human trafficking. We recognize that this is a continuous journey and pledge to consistently monitor and enhance where necessary our policies and practices to ensure that as much as is reasonably practicable our business and supply chains remain free from exploitation and abuse.

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**Signed:** Managing Director Christopher Wingfield .....

**Date:**



[Review Date: October 2025]