

MODERN SLAVERY ACT STATEMENT

Introduction

The Modern Slavery Act 2015 requires large organisations operating in the UK, such as Kimal Holdings Limited and its subsidiary companies, to publish an annual statement setting out the steps they have taken to ensure modern slavery does not exist in their business and supply chains. Modern slavery is a term used to encapsulate both offenses in the Modern Slavery Act: slavery, servitude and forced or compulsory labour; and human trafficking. The offences are set out in sections 1 and 2 of the Act which can be found at:

<http://www.legislation.gov.uk/ukpga/2015/30/section/1/enacted>
<http://www.legislation.gov.uk/ukpga/2015/30/section/2/enacted>

Kimal Ethical Policy Ethos

Kimal welcome the Modern Slavery Act and are committed to its aims of eradicating modern slavery. Kimal, through this statement and its supporting Business Ethics Policy coupled with its supporting systems and practices, will review and work with our suppliers and distribution partners to ensure adherence to the aims and objectives of its Business Ethics Policy.

Organisational Structure

Kimal is a UK headquartered, privately owned business founded in 1964 and focused on the development, manufacture and supply of specialised and market-leading products and services to the healthcare sector. The Kimal group of companies operates from multiple locations in the UK, with its registered Head Office in Uxbridge, as well as operating subsidiaries in Germany, France, and the United Arab Emirates. Kimal supplies to over 70 countries worldwide both direct and through its range of distributor partners serving parts of Europe, North America, South America, Asia and Australia.

Kimal Supply Chain

Kimal works with a range of suppliers, in over 30 countries across the world. We have two levels of suppliers; those that are strategic to our business and those who we work with on an adhoc basis.

Whilst Kimal has always examined the business practices and operations of its key strategic suppliers and business partners; we are however in the early stages of the risk assessment process under the Modern Slavery Act. We feel our historic and ongoing due diligence puts us at low risk in this group, nevertheless, we are carrying out additional due diligence on our whole supply chain related to their business ethics incorporating the requirements of the Modern Slavery Act. Our initial work and priorities currently fall under the Kimal PLC umbrella where all of the Group's strategic suppliers are managed. For example, we have issued to all suppliers, both strategic and adhoc, some 600 suppliers, a comprehensive questionnaire which is being collated and risk assessed. The questionnaire now forms a key part of the due diligence process for all new and future suppliers and supplier agreements are being reviewed to include relevant clauses that warrant adherence to the Kimal Ethics Policy and the requirements under the Modern Slavery Act. The revised supplier agreement will serve as the template for all contract renewals with existing strategic suppliers. Such agreements are not used for adhoc suppliers due to the very nature of the partnership, but will we will have used the normal due diligence process and completion of the Ethical Questionnaire. The only exception currently to this process has been the various UK and International site facility suppliers, which though felt to be low risk, will be dealt with separately and planned in over the next two years.

Training & Awareness

The Kimal group of companies employ over 300 people and provide training and awareness of Kimal's Ethics Policy and this statement through the new employee induction process. In addition all relevant Managers and departments plus all Executive Board Directors have completed training for the Modern Slavery Act which is also required to be refreshed on an annual basis through our online learning platform. Completion of this annual refresher by all relevant employees will be monitored by the Human Resources department of Kimal with an annual report on adherence being supplied to the Kimal Board of Directors. Within the UK, Kimal have been certified by the Lloyds Register Quality Assurance at Level 2 of the NHS Labour Standards System and are now working towards Level 3.

This statement has been approved by the Board of Directors and is signed by the Managing Director who has overall responsibility for the Kimal PLC Group.

A handwritten signature in black ink, appearing to read 'Mark Pettitt', with a long horizontal stroke extending to the right.

Mark Pettitt

Managing Director

1st November 2017