

# 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 with whom we work on an ad-hoc basis. Kimal has always and continues to monitor the business practices and operations of its key strategic suppliers through regular contact and a supplier questionnaire which qualifies them to do business with us. We believe our level of due diligence puts us at low risk in this group. Our initial work and priorities currently fall under the Kimal PLC umbrella where all of the Group's strategic suppliers are managed. We have risk assessed our existing supplier base using an Ethical Questionnaire. The questionnaire now forms a key part of the due diligence process for all new suppliers and is referenced in all new supplier agreements.

As part of contracting with suppliers, we require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business,
- They hold their own suppliers to account over modern slavery,
- We reserve the right to terminate the contract at any time should any instances of modern slavery come to light.

Our standard supplier agreement for goods & services serves as the template for all contract renewals with existing strategic supply chain partners. It is periodically reviewed by external lawyers to ensure we are following best practice and was last updated in July 2020. Such agreements are not used for ad-hoc suppliers as they are not usually contract backed, but we use 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, have been dealt with separately.

## Training & Awareness

The Kimal group of companies' employ over 500 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 and have now achieved Level 3 of the NHS Labour Standards System.

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