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## Statement of compliance with the Modern Slavery Act 2015

### **Introduction:**

The Healthcare Group (consisting of Eakin Healthcare Group Limited and its subsidiary companies) is committed to ensuring that exploitation with regards to any form of slavery or human trafficking is eliminated from society. As well as adopting responsible and ethical practices throughout our business units, we have also made a conscious commitment to ensuring that our business, including the wider supply chains, are investigated to address previously unidentified concerns with respect to the requirements of The Modern Slavery Act 2015.

### **Organisation's Structure:**

The Healthcare Group consists of several wholly owned subsidiaries engaged in the manufacturing and distribution of medical and surgical appliances and instruments. Dunrogan Limited is the ultimate parent company of TG Eakin Limited, Pelican Healthcare Limited, Respond Healthcare Limited, Eakin R&D Limited, Eakin Surgical Limited (and its subsidiary Single Use Surgical Inc), Eakin Japan KK, Eakin BV, Eakin France SAS, Eakin Healthcare GmbH, Armstrong Medical Limited, Alphamedis SA and Medexia Sàrl and this corporate statement of compliance is valid and effective for all wholly owned subsidiaries of the parent company. The Healthcare Group operates inside and outside of the United Kingdom. The companies within the Healthcare Group have a combined annual turnover in excess of £140m.

### **Our Business:**

Our business is organised into a number of principal business areas: Ostomy and Wound Care; Surgical and Respiratory.

### **Our Supply Chain:**

Our supply chains include the sourcing of raw materials, subcontracted manufacturing activities and distribution networks related to the manufacture of medical appliances and surgical instruments. A significant proportion of our manufacturing is carried out in house under direct management control.

### **Our Policy on Slavery and Human Trafficking:**

The Healthcare Group is endeavouring to ensure that there is no slavery or human trafficking in our supply chains or in any part of our business. Our policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our businesses or in our supply chains.

### **Steps taken to manage risks on Slavery and Human Trafficking:**

The steps that have been taken during the financial year to ensure that slavery and human trafficking are not taking place in any of the Healthcare Group's supply chains, or in any part of its business include:

- We continue to monitor our business units and supply chains to identify any potential areas of non-compliance or exposure.
- We have designated personnel in Human Resources, Quality and Procurement in Healthcare Group who oversee the Regulatory function to verify that adequate controls are in place and enforced.
- We have ensured that all Healthcare Group companies operate strict recruitment, selection and employment practices with fair, ethical, and non-discriminatory employee practices regulated by our Human Resources department.
- We have verified that all Healthcare Group employees are eligible to work within their region of employment and that they are paid standardised wage rates and our appropriate benefits package with full access to grievance procedures. The Healthcare Group does not operate any zero hour contracts.
- We have set out clear our expectations in our Supplier Code of Conduct of business behaviours, with regards to national and international supply chains, and we have indicated that we expect our suppliers to have suitable anti-slavery and human trafficking policies and processes.

- We have continued the process of obtaining formal confirmation of compliance to the requirements of The Modern Slavery Act 2015 from all suppliers, contractors and subcontractors including confirmation that they can find no evidence of concerns within their business or supply chains. At the end of May 2025 over 96% of our direct suppliers confirmed this.

### **Supplier adherence to our values:**

The Healthcare Group does not tolerate slavery and human trafficking. We expect all parties in our supply chain to comply with our values as specified within our Supplier Code of Conduct. We actively seek confirmation from our supply chain third parties (UK and overseas) to ensure that they comply with local labour laws and regulations and at 31 March 2025 over 98% of our direct suppliers confirmed this. We have continued the process of reviewing and revising our terms and conditions of supply within the supply chains. We have completed a number of supplier audits covering the ethical considerations of procurement strategy for the business and we have included detailed compliance questions on the onsite supplier audit checklists. Any new Supplier to the Healthcare Group has to confirm adherence to our Code of Conduct.

### **Training**

All Procurement Staff are trained on the content of our Eakin Supplier Code of Conduct and the importance of suppliers adhering to the core principles outlined. Our internal HR policies covering Modern Slavery also form part of new employee induction.

### **KPIs / Reporting**

**On a quarterly basis the following KPI's are presented to Management:**

- Compliance of suppliers with Modern Slavery;
- Compliance of suppliers with Code of Conduct
- Any red flags identified through the platform for assessing suppliers.

### **Board of Directors' Responsibilities:**

The Board of Directors understands its responsibilities and Healthcare Group employees receive instructions and guidance, as needed, to fully understand their responsibility to be alert to the risks in our business and in the wider supply chains. Staff are instructed to report concerns, with management being tasked with the expectation of the Board of Directors that they take appropriate action. We have put in place appropriate frameworks to encourage the reporting of concerns and to ensure the protection of whistle blowers.

### **Endorsement:**

This Statement is made in compliance with section 54(1) of the Modern Slavery Act 2015 and constitutes the Healthcare Group's slavery and human trafficking statement for the financial year ending 31 March 2025. Statement of compliance with the Modern Slavery Act 2015.

Signed on behalf of the Board of Directors on 25 June 2025:

**TG Eakin**

