

Slavery & Human Trafficking Statement

iM Med Ltd — Voluntary statement for the financial year 2025/26

iM Med Ltd is making this voluntary modern slavery and human trafficking statement with reference to section 54 of the Modern Slavery Act 2015. We oppose slavery and human trafficking in all their forms, and this statement sets out the steps we have taken to ensure that neither slavery nor human trafficking takes place in our business or our supply chains.

This statement is made voluntarily. We do not meet the £36 million annual turnover threshold that would legally require us to publish an annual statement under section 54. However, we are frequently engaged by organisations that are within scope of the Act and that require their supply chain to address modern slavery risks. We take this responsibility seriously and have produced this statement accordingly. In preparing it we have had regard to the Home Office's updated statutory guidance, Transparency in Supply Chains: A Practical Guide (updated March 2025), which structures its recommendations around the six reporting areas set out below.

This statement is reviewed at least annually and updated where required.

Our commitment to tackling modern slavery

We are committed to understanding the modern slavery risks connected to our business and to ensuring that there is no slavery or human trafficking within our own operations or our supply chains. We expect the same standards of everyone we work with, including suppliers, contractors and business partners.

Our organisational structure and supply chains

We supply equipment, detergents and consumables for use by healthcare establishments in their decontamination areas. We also provide maintenance, repair and validation services for infection control equipment — for example washer disinfectors, endoscope reprocessors, and drying and storage cabinets.

We have a limited supply chain, which we have reviewed carefully and which we monitor on a regular basis. We operate and source products primarily in the UK and Europe, but we can establish suppliers and partners elsewhere in the world where required. We consider that the highest-risk country in which we currently operate is China, and we apply additional care when establishing and maintaining relationships with organisations based there.

Policies in relation to slavery and human trafficking

Our Staff Handbook contains the following relevant policies:

- Anti-Slavery and Human Trafficking
- Anti-Bribery and Corruption
- Equal Opportunities
- Whistleblowing, enabling staff to raise concerns — including concerns about modern slavery — in confidence and without fear of reprisal

These policies are made available to all staff via our company intranet and are reviewed periodically.

Responsibility for anti-slavery initiatives

Overall responsibility for this statement and for our anti-slavery policies, training and review sits with our Managing Director, supported by our Quality & Compliance Manager and our Chief People Officer. This statement is approved at board level (or equivalent senior management level) before publication.

Due diligence and risk assessment

When considering suppliers, clients and contractors, we carry out a risk-based matrix review that takes account of:

- the geographical location of operations, with additional scrutiny for higher-risk countries;
- the type of partner and the nature of the labour used (predominantly professional or manual);
- the type of activity undertaken.

We require our suppliers to provide, or to confirm they have in place, anti-slavery and anti-bribery/corruption policies for every new or renewed agreement. Where a risk is identified, we seek further assurance before proceeding and reserve the right to terminate relationships where a supplier fails to meet our standards.

Measuring effectiveness — key performance indicators

We use the following indicators to assess the effectiveness of our approach and to identify areas for improvement:

- completion of annual modern slavery awareness reviews by all staff;
- the proportion of new and renewed supplier agreements accompanied by confirmed anti-slavery and anti-bribery policies;
- progress in developing and applying our supply chain verification system;
- the number of modern slavery concerns raised and how they were addressed.

We keep these indicators under review and refine them as our approach matures.

Training and awareness

Given the nature and size of our business, we do not require every group of staff to complete separate specialist modern slavery training. However, we require all staff members to take part in an annual review to confirm that they understand our policies and are committed to upholding them. This forms part of our wider ethics training programme.

We raise awareness of modern slavery among our employees through regular group discussions and email communications on the subject, and we maintain a company intranet that gives all staff easy access to our policies and to updates.

Approved and signed for and on behalf of iM Med Ltd



Gordon Ledingham

Managing Director