

Anti-Slavery Policy: Minnigard Medical Ltd

1. Introduction:

Minnigard Medical Ltd ("Minnigard Medical") is committed to preventing all forms of modern slavery and human trafficking within our operations and supply chain. This Anti-Slavery Policy reflects our commitment to upholding human rights, ethical business practices, and legal compliance in accordance with the Modern Slavery Act 2015.

2. Policy Statement:

- Minnigard Medical condemns slavery, forced labor, human trafficking, and other forms of exploitation in all its forms and will not tolerate any such practices within our business or supply chain.
- We are committed to conducting our business with integrity, honesty, and transparency, and we expect the same from our suppliers, contractors, and business partners.
- We recognize our responsibility to identify and address risks of modern slavery and human trafficking in our operations and supply chain and to take appropriate measures to mitigate these risks.
- We are committed to providing training and awareness programs to our employees and suppliers to increase understanding of modern slavery risks and promote compliance with our Anti-Slavery Policy.

3. Responsibilities:

- Management: Senior management at Minnigard Medical is responsible for ensuring compliance with this Anti-Slavery Policy and for implementing measures to prevent and detect modern slavery within the organization.
- Employees: All employees are expected to familiarize themselves with this policy, report any concerns or suspicions of modern slavery to management, and cooperate with investigations as necessary.
- Suppliers and Contractors: We expect our suppliers and contractors to adhere to ethical business practices and comply with all applicable laws and regulations related to modern slavery and human trafficking.

4. Risk Assessment:

- Minnigard Medical conducts regular risk assessments to identify potential areas of vulnerability to modern slavery within our operations and supply chain.
- We assess factors such as geographical location, industry sector, and the nature of our business relationships to determine the level of risk and implement appropriate risk mitigation measures.

5. Due Diligence:

- We conduct due diligence on all new suppliers and contractors to assess their compliance with our Anti-Slavery Policy and to identify any potential risks of modern slavery or human trafficking in their operations or supply chain.
- We require suppliers and contractors to provide assurance of their commitment to ethical labor practices and to cooperate with any audits or inspections conducted by Minnigard Medical.

6. Training and Awareness:

- Minnigard Medical provides training and awareness programs to employees, suppliers, and contractors to increase understanding of modern slavery risks and promote compliance with our Anti-Slavery Policy.
- Training includes information on identifying signs of modern slavery, reporting procedures, and the importance of ethical business conduct.

7. Reporting and Whistleblowing:

- Minnigard Medical encourages employees, suppliers, and other stakeholders to report any concerns or suspicions of modern slavery or human trafficking promptly and confidentially through our whistleblowing channels.
- Reports will be thoroughly investigated, and appropriate action will be taken in accordance with our policies and procedures.

8. Review and Improvement:

- We regularly review and update our Anti-Slavery Policy to ensure its effectiveness and compliance with legal requirements and industry best practices.
- We welcome feedback from employees, suppliers, and other stakeholders to continuously improve our approach to preventing and addressing modern slavery risks.

9. Conclusion:

At Minnigard Medical Ltd, we are committed to promoting ethical business practices and upholding human rights in all aspects of our operations and supply chain. Through our Anti-Slavery Policy, we reaffirm our commitment to combatting modern slavery and human trafficking and strive to create a world where all individuals are treated with dignity, respect, and fairness.

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[Name] Cooper Hill

[Position] Director

Minnigard Medical Ltd