



SHEFFMED

Modern Slavery Act Transparency Statement

At Sheffmed we are committed to act in an ethical and sustainable manner to ensure that no form of slavery and human trafficking is taking place within our business or supply chains. We conduct our business with integrity, transparency and fairness and work directly with our suppliers to maintain our standards throughout the supply chain.

Our business and supply chains

We are global manufacturers and distributors of ENT instrumentation and laryngectomy products based in South Yorkshire. Our supply chains are based throughout the world, primarily Malaysia and include both direct materials (manufacturing and packaging) and indirect services (professional services).

We operate within a regulated industry and expect the same high standards from our suppliers, including an expectation that they conduct their business in a lawful and ethical manner, which includes adopting business practices that prevent or eliminate modern slavery and human trafficking from taking place within their onward supply chains.

Our Policies

We do not currently have any specific policies which are directly aimed at combating modern slavery or human trafficking within our business or supply chain. However, we have multiple policies in place across the business and supply chains to identify, mitigate and investigate inappropriate employment practices. These include:

- Recruitment – all employees within our business must produce right to work evidence to safeguard against human trafficking or individuals being forced to work against their will.
- Whistleblowing – our policy ensures that all employees know they can raise concerns within our business and supply chain without fear or reprisal.
- Labour standards – our labour standards policy is aligned with the ETI base code to identify the potential risks posed throughout the supply chain and we encourage our suppliers to do the same.
- Ethical trading policy – Our ethical trading policy is based on the ETI base code covering the freedom to regular work in a safe environment free from discrimination or harassment and child labour.



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Due Diligence

As part of our due diligence, we review our suppliers annually by means of a questionnaire and signed agreement with our ethical trading policy. Our high-risk suppliers based in China and Pakistan also have annual reviews of the country documentation and a risk analysis to ensure their cooperation.

Training

We ensure high level of understanding of the risks of modern slavery and human trafficking in our business and supply chains by providing various methods of training including videos. All the training aids are available through the support toolkit.

Next Steps

To update our policies, training and questionnaires to specifically include human trafficking across the business and supply chain.

This statement is made pursuant to section 54(1) of the modern slavery Act 2015 and constitutes Sheffmed slavery and human trafficking statement for the current financial year.

Sonia Hobson

Managing Director

March 2024



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