



# SHEFFMED

## Modern Slavery and Human Trafficking Statement

### Introduction

Sheffmed is committed to preventing modern slavery and human trafficking in all parts of our business and supply chains. We uphold the highest ethical standards and are dedicated to ensuring that our operations are free from any form of forced labour, human trafficking, or exploitation. This statement outlines our approach and actions taken in the financial year ending 2025 to address the risk of modern slavery in accordance with the UK Modern Slavery Act 2015.

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### Our Business and Supply Chains

We are global manufacturers and distributors of ENT suction & instruments, 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 which is subject to laws, rules and regulations. We therefore expect the same high standards from our suppliers, and this includes 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.

We recognise that certain industries and regions carry a higher risk of modern slavery. As such, we are committed to actively monitoring and addressing these risks throughout our supply chains.

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### Our Policies

We have established robust policies to prevent modern slavery and ensure ethical business practices, including:

- **Anti-Slavery and Human Trafficking Policy** – Outlines our zero-tolerance approach to modern slavery.
- **Code of Conduct** – Requires compliance with human rights laws and ethical standards from employees and suppliers.
- **Whistleblowing Policy** – Provides a mechanism for employees and third parties to report any concerns related to modern slavery confidentially.
- **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.
- **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.

All employees, suppliers, and contractors are required to adhere to these policies as a condition of engagement.



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Registered in England & Wales No. 4065406 VAT No. 763 8419 01



# SHEFFMED

## Due Diligence Processes

We conduct due diligence to assess and mitigate modern slavery risks, including:

- **Supplier Risk Assessments** – Evaluating potential risks based on geographic location, industry, and supplier practices.
- **Contractual Commitments** – Requiring suppliers to agree to our ethical standards and provide evidence of compliance.
- **Audits and Monitoring** – Conducting regular audits of high-risk suppliers to ensure adherence to labour and human rights standards.

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## Training and Awareness

We provide training to employees and key stakeholders to increase awareness of modern slavery and human trafficking. This includes:

- Educating procurement teams on identifying and addressing risks in supply chains.
- Providing resources and guidance for reporting concerns.

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## Measuring Effectiveness

To ensure the effectiveness of our efforts, we monitor and evaluate:

- Reports of modern slavery incidents within our operations and supply chains.
- Supplier compliance with our ethical standards.
- Feedback from employee and supplier engagement programs.

We are committed to continuous improvement and will take corrective actions if we identify any instances of non-compliance.

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## Looking Ahead

In the coming year, we will continue to strengthen our approach to tackling modern slavery by:

- Expanding due diligence measures for new and existing suppliers.
- Enhancing training programs for employees and supply chain partners.
- Collaborating with industry initiatives to promote best practices.

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## Approval

Signed on behalf of Sheffmed by:



Sonia Hobson  
Managing Director  
27<sup>th</sup> January 2025



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