

Modern Slavery and Human Trafficking Statement

Introduction

This Modern Slavery and Human Trafficking Statement is a response to section 54(1), Part 6 of the modern slavery act 2015 and relates to actions and activities for the financial year ending 28th February 2024

Apollo Medical Technologies Ltd ('the Company', 'we', 'us' or 'our') is committed to preventing modern slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero tolerance towards modern slavery and require our supply chain to comply with our values.

Organisational Structure

Apollo Medical Technologies Ltd operates in the health sector and mainly carries its operations in the United Kingdom, whilst some of our supply chain operates outside of the United Kingdom.

The nature of our supply chain is as follows:

We are a family-owned business that supplies medical products and devices, for which we are a trusted partner in the health sector. We work with multiple suppliers and manufacturers across different regions, whilst ensuring that our products and services remain reliable, safe and of the highest quality.

We currently have 2 manufacturing suppliers based in China.

All other suppliers of goods and services are based in the United Kingdom.

For more information about the company, please visit our website: www.apollomedicaluk.com

Policies

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

- **Supplier code of conduct:**
We operate this policy to ensure our suppliers operate in full compliance with the laws, rules and regulations of the countries in which they operate, and to seek similar commitments across their own supply chain.
- **Whistleblowing policy:**
We operate this policy so that employees can raise concerns about how staff are being treated or practices within our business or our supply chains without fear of reprisal.
- **Integrity code:**
We are committed to the fair treatment of all staff. Our integrity code reflects our core values and expected behaviours. The code of conduct makes it clear that we have a zero-tolerance approach to modern slavery.

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of modern slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Supplier audits
- Employee awareness
- Contractual Obligations

Our due diligence procedures aim to:

- Identify and action potential risks.
- Monitor potential risks.
- Reduce the risk of modern slavery and human trafficking.
- Provide protection for whistleblowers.

Risk and Compliance

The company has evaluated the extent and nature of its exposure to the risk of modern slavery and human trafficking occurring in its supply chain through:

- Evaluating the risks of each supplier.
- Regular reviewing of the supply chain based on supply chain mapping.

We consider that we operate in a medium risk environment because some of our supply chains operate outside of the UK in regions that are at a higher risk of modern slavery and human trafficking. The main region – China – has been identified by the U.S. Department of Labor as having certain goods that are of a high risk of being produced by child and or forced labour. Because our goods are not identified as being of high risk, we can assess that our supply chain has a medium risk in this region and we know that as a business, we need to monitor and review our supply chains risk periodically.

Effectiveness

The company uses KPIs to measure its effectiveness and ensure that modern slavery and human trafficking is not taking part in its business and supply chains. The KPIs are as follows:

- Improvement in MSAT score
- Number of training hours delivered on modern slavery

Training Staff

The company requires its staff to complete training and ongoing refresher courses on modern slavery and human trafficking. The companies training covers:

- What modern slavery and human trafficking are and their scale
- How to spot the signs of modern slavery
- What action to take when you suspect modern slavery and or human trafficking

Next Steps

In the next financial year, we intend to take the following steps to tackle modern slavery and human trafficking by:

- Using third parties to conduct audits of our suppliers with our supply chain.

This Statement was approved by our director.

Frederick Attwood

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Managing Director

Apollo Medical Technologies Ltd

Date: 18/03/2024