

Modern Slavery and Human Trafficking Statement 2023

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 2023.

Nikkiso Belgium bv is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

ORGANISATIONAL STRUCTURE

Nikkiso Belgium bv and has business operations in Belgium, as well as:

- United Kingdom
- Colombia
- Spain
- Thailand
- Ireland

We operate in the Healthcare sector and work with a number of key direct suppliers and contract manufacturing organisations, who provide us with goods, such as equipment for our premises, and services, such as outsourced business processes, distributors, IT software and marketing services.

For more information about the Company, please visit our website: www.nikkisomedical.com.

POLICIES

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

These include the following:

- Procurement policy
- Distributor management policy
- Supplier and sub-contract management policy
- HR and recruitment policy
- Training policy
- Corporate global employee handbook

We make our suppliers are aware of our policies and ensure that they adhere to the same standards.

DUE DILIGENCE

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

- Internal supplier audits.
- External supplier audits.
- Checking certain suppliers with external third parties for any slavery or human trafficking risks.

Our due diligence procedures aim to:

- Identify and act on potential risks in our business and supply chains.
 - Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.

RISK AND COMPLIANCE

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

- Evaluating the slavery and human trafficking risks of each new supplier.
- Creating an annual risk profile for key suppliers.
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We do not consider that we operate in a high-risk environment because the majority of our supply chain is based in the EU, and we ensure that our suppliers and providers have relevant modern day slavery policies in place.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will require the supplier to remedy the non-compliance or the relationship with the supplier, will be terminated.

EFFECTIVENESS

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will train our staff about modern slavery issues and increase awareness within the Company.
- We will carry out a regular audit of suppliers in accordance to our Quality Management System, including their modern slavery practices.

TRAINING OUR STAFF

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company's training covers:

- How to identify the signs of slavery and human trafficking.
- Initial steps to be taken when slavery or human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues.
- Steps to be taken if suppliers do not implement anti-slavery policies in high-risk scenarios.
- What external help is available.

Signed on behalf of Nikkiso Belgium bv



Stephen Cox
Director