

Introduction

As a privately owned, manufacturer and supplier of medical devices in the healthcare sector, We recognise the importance of the human rights of all those involved in the design, manufacture and distribution of Our products.

In a world currently battling the challenges of Covid-19, We recognise that there will be greater pressure upon human rights and We shall be vigilant to that heightened risk in order to protect Our people and the people involved in Our supply chain.

Company

We, Flexicare (Group) Limited are the parent company of the Flexicare Group. The Flexicare Group is a global manufacturer and provider of medical devices in the healthcare sector. Our head office is in the United Kingdom. Our Respiratory, Airway Management and Urology medical devices are distributed in over 105 countries throughout the world, including the US, Australia, China, Europe, India, Korea, the Middle East and Malaysia.

Our Values

Our vision is to be the preferred and most trusted healthcare manufacturer of medical devices that enhance patient care. We are committed to sourcing goods and materials for the manufacture of Our medical devices through suppliers who share Our values and standards.

Supply Chain

As a global manufacturer of medical devices Our supply chains include goods and materials suppliers in several different countries. Most of our medical devices are currently manufactured in China by a connected company. All suppliers, regardless of location and relationship to the Flexicare Group, are required to demonstrate that they comply with Our values.

We are committed to ensuring that there is no modern slavery or human trafficking in Our supply chains or in any part of Our business. We endeavour to act ethically and with integrity in all Our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place in Our supply chains.

Our Policies

Our Ethical Policy, Labour Standard Manual and Labour Standards Assurance System certification by our notifying body reflects Our commitment to ensure that We procure all goods and materials from suppliers who respect the rights of their employees with regards to freedom of association, payment of a fair wage, working hours, equal opportunities, freedom from intimidation and a safe and healthy working environment.

Training

We provide awareness training to all Our colleagues to ensure that they act with integrity and in accordance with Our core values and are encouraged to raise any concerns that they may have including potential violations of Our policies and/or the laws of the countries in which We operate.

Risk Assessments, Monitoring and Due Diligence

We manufacture and supply medical devices that involve different suppliers in different locations. We recognise that Our supply chain is complex and may carry heightened risks. As a result, We have systems in place managed by Our Compliance team to:

- identify and assess potential risks in Our supply chain;
- mitigate the risk of slavery and human trafficking occurring in Our supply chains;
- monitor potential risk areas in Our supply chains; and
- protect whistle blowers.

Our Compliance team consists of Managers from the Quality, Supply Chain, Logistics and HR areas.

To ensure that Our suppliers are able to demonstrate their commitment to Our values certification by an independent third party may be required.

Effectiveness

As a medical devices manufacturer and supplier, We are audited on a regular basis by our notifying body. Part of Our notifying body's audit includes an assessment the effectiveness of our compliance systems.

Future Developments

The coronavirus has had a significant impact on the global economy, in certain countries vulnerable people are at even greater risk of exploitation by human traffickers and abusive employers. We are ever more vigilant to ensure that Our suppliers and partners continue to operate in a transparent and ethical manner.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Our slavery and human trafficking statement for the financial year ending 30 November 2019. It was re-approved by the board on



Khashayar Poormand
Managing Director