

## Modern Slavery Act- Statement for the Financial Year ending 31 December 2024

### Introduction

This statement is made in accordance with section 54 of the Modern Slavery Act 2015 and sets out the steps that Fittleworth Medical Limited has taken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery is a serious crime; victims are exploited for someone else's gain. It encompasses slavery, human trafficking, forced labour and servitude. Victims are often hidden away, may be unable to leave their situation, or may not come forward because of fear or shame.

Such behaviour is contradictory to the Fittleworth Company Values of Quality, Caring, Dedication and Integrity; therefore, Fittleworth Medical Limited has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically, with integrity and transparency in all business dealings, and to implementing systems and controls to safeguard against any form of modern slavery taking place within the business or our supply chain.

We expect our suppliers and business partners to similarly ensure there is no modern slavery or human trafficking within their own businesses and supply chains.

### Specific actions in relation to the UK Modern Slavery Act

- *Recruitment Policy.* We will continue to operate a robust recruitment policy, including conducting eligibility checks to work in the UK for all employees, and agency staff, to safeguard against human trafficking or individuals being forced to work against their will
- *Training Policy.* We will continue to provide Modern Slavery Awareness training for all our employees, and agency staff, to raise their awareness of the types of modern slavery, the key signs to watch out for, and how to prevent it, tackle and report it.
- *Supply Chain Review.* Our main suppliers are sourced and approved by the NHS via their registration of products on the NHS Drug Tariff, enabling them to dispense their products throughout the UK. As part of our supply chain review, we monitor the countries or regions particularly at risk of slavery and human trafficking to identify potential risk areas in our supply chains.

### About Fittleworth Medical Limited

Founded in 1984, Fittleworth Medical Limited markets and delivers products on Part IX of the Drug Tariff to end users in the UK in the pharmaceutical industry.

Fittleworth Medical Limited is an independent, trusted, and dedicated home dispensary for ostomy, urology, and other medical devices. The company works as an approved dispensing appliance contractor for the NHS.

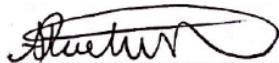
At Fittleworth, our people are at the heart of everything we do. We look after our people so that they can look after our clients and ultimately look after our business. Our aim is to make life more rewarding for the people who use our services.

## Our Relevant Policies

We have implemented policies to ensure that we are conducting business in an ethical and transparent manner. Staff can speak with their supervisor, line manager, another manager, HR, or any member of the Compliance Team to report a concern. To report a concern, staff may also use the whistleblowing and conduct reporting Speak Up tool on the company intranet.

- *Freedom to speak up (Whistleblowing) Policy.* We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- *Code of Conduct.* This code explains the way we behave as an organisation and how we expect employees to act. The Code is part of onboarding training of all employees.
- *Fittleworth Behaviour Framework.* The framework details the behaviours and attitudes required by all employees and it supports the delivery of our Company strategy, values, and culture. It provides a structure to challenge behaviours which may go against our culture and values. Central to this framework are our values; Quality, Caring, Dedication and Integrity.

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 31 December 2024.

A handwritten signature in black ink, appearing to read "Andrew Stonehouse", with a large, stylized flourish at the end.

Andrew Stonehouse

Managing Director, for and on behalf of Fittleworth Medical Limited Date: 1st January 2024

Head office is located at 2 Henry Lock Way, Littlehampton, West Sussex BN17 7FB

Company registration number is 01836221.