

## **Modern Slavery Statement**

### **Reporting Period: 2025-2026**

#### **1. Our Commitment and Scope**

Sharpak Healthcare Ltd (The Company) maintains an unwavering commitment to the principles of the Modern Slavery Act 2015. We operate as an equal opportunities employer, dedicated to a respectful, non-discriminatory working environment. While we currently do not meet the statutory turnover threshold for a mandatory formal statement, we voluntarily publish this document to demonstrate our commitment to the abolition of modern slavery and human trafficking

#### **2. Organisational Structure and Supply Chain**

We assess our business as having a low risk of modern slavery. This assessment is based on:

- Our Workforce: Our recruitment processes ensure all prospective employees are legally entitled to work in the UK.
- Our Supply Chain: We procure goods and services from a restricted range of UK and overseas suppliers.
- Business Integrity: We strictly prohibit business with any organisation known to support or be involved in slavery, servitude, or forced labour.

#### **3. Due Diligence and Risk Management**

To safeguard employees from abuse or coercion, we employ a robust supplier evaluation process for all "critical" goods and services.

- Policy Integration: Modern slavery prevention is a core component of our periodic policy review process.
- Whistleblowing: We provide a safe environment where staff can expose wrongdoing without risk to themselves.
- Supporting Framework: This policy is reinforced by our Code of Conduct, Whistleblowing policy, and Recruitment and Selection policy.

#### **4. Training and Embedding Principles**

We ensure that the principles of ethical employment are embedded within our culture through targeted education:

- Procurement Training: Staff involved in buying and procurement receive specific training on modern slavery risks.
- HR Training: Personnel responsible for the recruitment and deployment of staff are trained in ethical employment practices.

- General Awareness: Our suite of internal policies—including Bullying and Harassment and Equal Opportunities—is available to all staff to ensure a transparent workplace.

## **5. Performance Indicators (KPIs)**

To measure the effectiveness of our approach, we monitor:

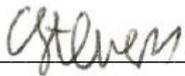
- Training Coverage: Percentage of procurement and HR staff completing annual modern slavery modules.
- Supplier Compliance: Percentage of critical suppliers vetted through our evaluation process.
- Internal Reports: Monitoring of any grievances or whistleblowing reports related to labour standards.

### **Approval**

Title: General Manager

Name: Conor Stevens

Signature: \_\_\_\_\_



Date: \_\_\_\_\_

23/03/2026