

1st January 2025

## **Modern Slavery Statement for Frontiere Medicale EUROPE – 2025**

This statement is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015 and sets out the steps Frontiere Medicale EUROPE has taken during the financial year ending 2025 to prevent modern slavery and human trafficking in its business and supply chains.

### **1. Introduction**

Frontiere Medicale EUROPE is committed to conducting business responsibly and ethically. We oppose all forms of modern slavery, including forced labour, bonded labour, human trafficking, and child labour, and we are committed to taking steps to ensure these practices do not occur in our operations or supply chains.

### **2. Our Business and Structure**

Our company provides products and services in the United Kingdom. We are a business largely structured with 29 contract staff (located across the United Kingdom) and we supply products sourced from Europe (EU).

### **3. Our Supply Chains**

Our supply chains include manufacturers from Germany & Latvia, and the UK in the healthcare sector. We recognise that some of these sectors carry a higher risk of modern slavery, particularly in Asia & Africa.

### **4. Policies and Governance**

We have implemented the following policies to prevent and address modern slavery:

- **Anti-Slavery and Human Trafficking Policy**
- **Code of Conduct**
- **Supplier Code of Conduct**
- **Whistleblowing Policy**

These policies are reviewed regularly and are communicated to all staff and suppliers.

### **5. Risk Assessment and Due Diligence**

We conduct risk assessments to identify parts of our business and supply chains where there is a risk of modern slavery. Our due diligence process includes:

- Supplier questionnaires and onboarding checks
- Contractual obligations requiring compliance with anti-slavery laws
- Audits or site visits where necessary

### **6. Training and Awareness**

We provide training to key employees on modern slavery, including how to recognise signs of abuse and how to report concerns. We are also working to raise awareness among our suppliers and partners.

### **7. Effectiveness and Monitoring**

To measure our progress, we:

- Monitor reported concerns and investigations
- Review supplier compliance annually
- Track training completion rates

### **8. Future Commitments**

We are committed to continuous improvement and will:

- Strengthen our supplier due diligence
- Collaborate with industry initiatives
- Review and enhance our training and policies

### **9. Approval**

This statement has been approved by the Board of Directors of Frontiere Medicale EUROPE and will be reviewed and updated annually.

Signed,

**Daniel KRELLE**

Managing Director