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A SUPERMAX HEALTHCARE BRAND

QMS	Supermax Healthcare Ltd	Document No:	PO-01 / F1
Title:	Modern Slavery Act Policy	Revision No:	4.0
Date Issued:	26/08/2022	Page No:	1 of 3

Modern Slavery Act Policy Statement for the year ending 30th June 2023.

Introduction

This document outlines the modern slavery and human trafficking Policy for Supermax Healthcare Ltd, for the financial year ending 30th of June 2023. This statement is in compliance with section 54(1) of the Modern Slavery Act 2015.

Our business and our structure

Supermax Healthcare Ltd (UK) and Supermax Healthcare (Europe) Ltd are the UK and European subsidiary companies of Supermax Corporation Berhad, the world's 2nd largest manufacturer of disposable examination gloves.

Our UK and European Headquarters are based in Peterborough (UK) and Cork (Ireland) from where we distribute to the whole of Europe.

Globally, Supermax employ over 3000 employees, with the Supermax Healthcare subsidiary employing 20 – 40 people.

Our policy

Supermax Healthcare Ltd Slavery & Trafficking policy is embedded within the Quality Management System, document reference PO-01.

Our supply chains and due diligence processes

Supermax Healthcare Ltd is committed to ensuring that the organisation and its supply chains are free of slavery and human trafficking, and that the necessary due diligence is undertaken to provide assurance of this. We are committed to undertake any continual improvement of our systems or working practices to maintain this commitment. The QA, RA & Technical Manager, Daniel Todd has overall responsibility for this area of this compliance.

Risk Assessment

Our risk analysis for modern slavery and human trafficking affecting our organisation concluded that this is a low risk. The business areas most likely to be affected by modern slavery are, new goods purchased and possibly some general procurement for the organisation.

We set out below the due diligence processes Supermax Healthcare Ltd has put in place to prevent the organisation from being involved with modern slavery in any way.



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Date Issued:	26/08/2022	Page No:	2 of 3

Purchasing

Our Purchasing Team secures statements from all suppliers of new goods guaranteeing their compliance with the Act. They cannot be engaged without this compliance statement. If it is considered necessary, they will be asked to provide further assurances.

Supermax Healthcare's procurement practices incorporate processes to ensure that our major suppliers of goods comply with the requirements of the Modern Slavery Act 2015.

Depending on the type of goods being provided and the origin of the supply chains involved, further due diligence may be undertaken if necessary.

Effectiveness and Assurance

Supermax Healthcare Ltd will not tolerate slavery and human trafficking in our supply chains and would terminate the relationship with any suppliers where there is evidence of their failure to comply with the Modern Slavery Act.

Supermax Healthcare Ltd is satisfied that, over the last financial year, there has been no evidence of any connection with modern slavery or human trafficking, either within the organisation or through any of our suppliers or sub-contractors.

Although it is important to undertake due diligence with our suppliers, we do not consider that it is necessary to set any performance indicators for this area. We have not so far needed to take any action against a supplier.

Our policies in relation to modern slavery and human trafficking

We are a value led organisation and we have a number of policies which relate to modern slavery and human trafficking. Our policies on recruitment, whistle blowing, anti-bribery, equality & diversity, disciplinary and procurement procedures should ensure that modern slavery in any form will not directly impinge on our organisation.

Training our staff about slavery and human trafficking

Staff who work in the areas likely to be affected by modern slavery are trained in our procedures for ensuring that the organisation and its supply chains remain free of slavery and human trafficking.

This statement has been approved by the Senior Leadership Team of Supermax Healthcare Ltd and the Managing Director.



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Page No: **3 of 3**

Revision No.	Summary of change	Change Control No:	Date:	By:
1.0	New statement	N/A	2018	Sumath
2.0	Statement amended to include supply chains, purchasing, effectiveness and training	NA	17/09/2020	IC
3.0	Statement amended for the year ending June 2022	NA	06/07/2021	DT
4.0	Statement amended for the year ending June 2023	113	26/08/2022	SM