

Modern Slavery Statement

Organisation

This statement applies to Medstrom Ltd (referred to in this statement as “the Organisation”). The information included in the statement refers to the financial year 2025.

Organisational structure

Medstrom Ltd Head Office is located at 2 Cygnus Court, Beverley Road, Castle Donington, Derbyshire, DE74 2SA. The business has 3 other business sites in Castle Donington to include Manufacturing, Research and Development and Logistics.

The business operates from an additional 25 service locations covering all areas of the UK to include Wales, Scotland, Northern Ireland and Republic of Ireland. The business is controlled by a board of directors.

The business carries out activities relating to provision of pressure relieving beds and surfaces as well as manufacture of beds and surfaces for the acute health care environment, mental health services and bariatric care services. The business provides clinical and technical services throughout and operates 365 days per year due to demand for our services and products.

The labour supplied to the Organisation in pursuance of its operation is carried out in the United Kingdom and Republic of Ireland.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

2 Cygnus Court, Beverley Road, Pegasus Business Park, Castle Donington, Derby, DE74 2SA

Registration No 05709304 VAT No 885208793

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The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and Republic of Ireland.

Supply chains

In order to fulfil its activities, the main supply chains of the Organisation include those related to the supply of spare parts and components, with raw materials for manufacture of Medstrom products from various suppliers in the UK, Europe and China. We understand the Organisations first-tier suppliers are intermediary traders and manufacturers who have further contractual relationships with lower-tier suppliers.

Potential exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist in China because they involve the provision of labour in a country where protection against breaches of human rights may be limited.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including supplier questionnaires at the point of engagement with a new supplier, site audits conducted before placing initial orders, where possible and carrying out regular reviews of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Requirement for all potential suppliers/ partners to legitimately prove their status as an ethical trader by completing the supplier approval questionnaire

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- Where applicable, suppliers are required to demonstrate their accreditation of ISO9001 standard
- Ongoing review of supplier contracts with the ability to exercise termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- Conducting Supplier Quality Audits and onsite visits

Employee “Right to Work”

The Organisation undertakes Right to Work checks on all direct employee’s including temporary staff, casual staff and contractors prior to them commencing employment with the business. This includes checking, where applicable that a proposed employee possesses a valid work permit and is of an appropriate age to work for the Organisation

Policies

The Organisation has the following policies which further define its stance on modern slavery

- Modern Slavery Policy
- Recruitment and Onboarding Policy

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed on behalf of Medstrom Ltd

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Claire Walker
HR Director

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