MODERN SLAVERY STATEMENT 2025

Statement by The Managing Director

Walter Davidson & Sons Ltd recognises that all businesses have an obligation to prevent slavery and human trafficking. Every company must do its share to eradicate this modern-day scourge.

Walter Davidson & Sons Ltd will do all in its power to prevent slavery and human trafficking within its business and within the supply chains through which it operates.

Walter Davidson & Sons Ltd recognises that, because of its position as a regulated member of the healthcare industry, compliance with its regulatory obligations reduces the risk that it will be engaging directly in human trafficking and slavery but, nevertheless, acknowledges that it has a part to play.

Organisational Structure

Walter Davidson & Sons Ltd is a community pharmacy company, with pharmacies based in Scotland.

Our Business

Our business consists of fifty-seven community pharmacies.

Our Supply Chains

Our supply chains are concentrated on pharmaceutical products, mainly supplied via large wholesale organisations. Our workforce is almost exclusively professionally qualified at one level or another and regulated by external bodies.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Walter Davidson & Sons Ltd operates to ensure fairness in the recruitment, retention and development of all employees and it seeks to comply with all applicable employment legislation. The company seeks to provide a work environment where employees are treated with respect, dignity and consideration.

Walter Davidson & Sons Ltd monitors its supply chains and its suppliers to ensure, so far as is possible, that slavery and human trafficking is not taking place within those supply chains.

Due Diligence Process for Slavery and Human Trafficking

As part of our commitment to identify and eradicate slavery and human trafficking from within our business and from those businesses with which we interact, we-

- Work closely with our supply chains to ensure compliance with legislative obligations and we expect those organisations to have suitable anti-slavery and human trafficking policies and processes.
- We seek to build long-standing relationships with suppliers and to make clear our expectations of ethical business behaviour from them.
- We have in place systems to encourage the reporting of concerns and the protection of whistleblowers.

Supplier Adherence to our Values
Walter Davidson & Sons Ltd has a zero-tolerance view to slavery and human trafficking and we expect that view to prevail in our supply chain and contractors.

Senior Managers within Walter Davidson & Sons Ltd are responsible for compliance in their respective pharmacies, insofar as there is perceived to be a risk of encouraging, engaging or sustaining slavery and human trafficking.

Training

To ensure appropriate levels or risk awareness in respect of modern slavery and human trafficking, we provide training to relevant members of staff and, in particular, to all Pharmacists. All Directors in the business have been briefed on the subject.

Our Effectiveness in Combating Slavery and Human Trafficking

As has been stated above, we believe that, because of our position within the healthcare industry and our reliance upon direct, one to one recruitment processes, with subsequent monitoring of performance and the attainment of regulatory standards, our exposure within our human capital to human trafficking and slavery is extremely low.

This statement is made to pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Walter Davidson & Sons Ltd commitment to addressing and mitigating the risk of modern slavery and human trafficking for the financial year to 31 January 2025.

Signed: Allan Gordon
Position: Managing Director
For and on behalf of Walter Davidson & Sons Ltd
Date: 16 June 2025