Modern Slavery Statement

Introduction

We are a manufacturer of orthopedic components/materials manufactured to high specifications for the medical industry. Our main focus is to supplying high quality medical products to exacting customer and international specifications.

Orthoplastics continually updates its quality systems and adopts a best practice approach across the business. Whilst not a device manufacturer, Orthoplastics operate control systems that are consistent with and compatible with those of its customers and is renowned for setting the standards for orthopaedic plastic quality within the industry.

The Medical Device Industry is a tightly regulated field and all companies operating in this field must comply with:

- ISO 13485
- ISO 14001
- ISO 17025
- BS OHSAS 18001
- 21 CFR Part 820 - US FDA Quality System Regulations

Our Policies on Slavery & Human Trafficking

We have a zero tolerance approach to modern slavery and human trafficking, and as such 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. We are committed to acting with integrity and ensuring all our business relationships are carried out in an ethical manner.

Our Supply Chains

We consider the risk of slavery or human trafficking within our supply chain to be low. Our supply chain is audited on a regular basis to ensure they comply with the appropriate regulations and legislative processes we must adhere to.

They are typically based in the UK, Channel Islands, Western Europe and North America.

We have several policies and procedures in place to prevent financial crime generally and specifically to prevent Bribery and Corruption.

Employees

Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have strong procedures in place for the vetting of new employees and ensure that we are able to confirm their identities and that they are paid directly into an appropriate, personal bank account. We have policies and procedures in place to ensure compliance with all human rights laws and UK employment laws and all staff are remunerated fairly and above the UK's national living wage.

We confirm that our employees are not exploited in any way.

Actions Taken or Planned

Considering slavery and human trafficking risks are low to the business and our straightforward supply chains, our approach remains one that is proportionate and risk based and focuses on key service providers:

- Key provider on boarding – assessment of their operations and seek confirmation of their compliance with Modern Slavery Act
- Due diligence – focusing on existing key providers, assess and review their approach to combatting slavery and human trafficking.

This statement sets out our ongoing commitment as a responsible business to ensure that modern slavery and human trafficking is eradicated. This is our slavery and human trafficking statement for the purposes of section 54(1) of the Modern Slavery Act 2015 (MSA). This statement explains the steps we are taking and the processes we have already implemented to combat slavery and human trafficking.

The annual statement covers the period ending 31 December 2022 and was approved by the management board.



MARK ALLEN
MANAGING DIRECTOR