MODERN SLAVERY ACT STATEMENT

Introduction

The Modern Slavery Act 2015 requires large organisations operating in the UK, such as the Kimal Group, to publish an annual statement setting out the steps they have taken to ensure modern slavery does not exist in their business and supply chains. Modern slavery is a term used to encapsulate acts including: slavery, servitude, forced or compulsory labour, child labour, and human trafficking.

Organisational Structure

This policy applies to all members of the Kimal group of companies. The 'Kimal Group' incorporates Kimal Holdings Limited and all of its subsidiary companies. When we refer to 'Kimal' or the 'Kimal Group' we are referring to each individual Kimal company, or the Kimal group of companies as a whole, as the context requires. Kimal is a UK headquartered, privately owned business founded in 1964 and focused on the development, manufacture and supply of specialised and market-leading products and services to the healthcare sector. The Kimal group of companies operates from multiple locations in the UK, as well as operating subsidiaries in Germany, France, Egypt and the United Arab Emirates. Kimal supplies to over 70 countries worldwide both direct and through its range of distributor partners serving parts of Europe, North America, South America, Asia and Australia.

Kimal Ethical Policy Ethos

Kimal welcome the Modern Slavery Act and are committed to its aims of eradicating modern slavery. Kimal, through its actions, as outlined in this statement and its supporting Business Ethics Policy, coupled with its supporting systems and practices, will review and work with our suppliers and distribution partners to ensure adherence to the aims and objectives of its Business Ethics Policy and to pay its part in eradicating all forms of modern slavery. Its commitment to this is highlighted by the regular external auditing of and accreditation to the relevant parts of the Kimal Group to both LSAS level 3 and Investors for People Gold.

Kimal Supply Chain

Kimal works with a range of suppliers, in over 30 countries across the world. Some of our suppliers are located in countries that are deemed a higher risk of modern slavery occurring, including China. Our policies and procedures reflect the diversity of suppliers Kimal uses.

We have two levels of suppliers; those that are strategic to our business and those with whom we work on an ad-hoc basis. Given the different nature of these suppliers, our processes for each are different, as outlined below.

<u>Strategic Suppliers</u>

Kimal has always and continues to monitor the business practices and operations of its key strategic suppliers by way of the following practices:

- Visits to their premises and operations locations to get a first-hand perspective on their business practices.
- Audits to ensure suppliers are complying with their obligations to Kimal, and in law; and
- A period requirement for the completion and submission of supplier and ethical questionnaires outlining the supplier's most up to date position regarding modern slavery.

These questionnaires form a key part of the due diligence process for all new strategic suppliers and are a requirement in all new supplier agreements.

Once we have conducted our due diligence on a new strategic supplier, we then ensure all suppliers are issued with our standard supplier agreement. This agreement is regularly reviewed by our external legal advisors to ensure it is up to date with current best practice and complies with all relevant legal obligations. Our standard supply agreement contains binding obligations on the strategic suppliers to:

- Grant us access to their facilities to audit their practices.
- Take steps to eradicate modern slavery within their business; and
- Hold their own suppliers to account over modern slavery.

In addition to the above, any breach of these obligations gives Kimal the right to terminate the contract with immediate effect.

Ad-hoc Suppliers

As with strategic suppliers, all critical indirect suppliers are required to complete both a supplier questionnaire and ethical questionnaire prior to us purchasing from them. We also reserve the right to request visits to their premises and operations, as with strategic suppliers.

For ad-hoc suppliers we do not require them to enter into our standard supplier agreement but do make purchases subject to our standard terms and conditions of purchase, which can be found here: https://kimal.com/en/tc-purchase/. These standard terms of purchase include obligations on ad-hoc suppliers to comply with Kimal's mandatory policies, including our anti-slavery policy.

Conclusion

By following the processes outlined above, and undertaking the due diligence Kimal undertakes, Kimal at low risk of modern slavery occurring within our supply chain.

Training & Awareness

The Kimal group of companies' employ over 500 people and provide training and awareness of Kimal's Ethics Policy and this statement through the new employee induction process. In addition, all relevant Managers and departments plus all Executive Board Directors have completed training for the Modern Slavery Act which is also required to be refreshed on an annual basis through our online learning platform. Completion of this annual refresher by all relevant employees will be monitored by the People & Development department with an annual report on adherence being supplied to the Kimal Board of Directors.

Within the UK, Kimal are audited on an annual basis, by the Lloyds Register Quality Assurance, and are certified in meeting Level 3 of the NHS Labour Standards System. Kimal have successfully completed the Modern Slavery Assessment Tool (MSAT) and have submitted this statement to the Modern Slavery Statement Registry to provide transparency to public sector organisations.

Kimal have achieved Ecovadis Bronze award, a globally recognised assessment platform that rates businesses' sustainability based on four key categories: Environmental impact, Labour & Human Rights Standards, Ethics, and Procurement Practices.



Matthew Press
Chief Executive Officer
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