

## **Vernacare International Limited**

### **Modern Slavery and Human Trafficking Statement**

#### **Financial Year 2027**

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Vernacare International Ltd to prevent modern slavery and human trafficking within our business operations and supply chains.

#### **Our Business**

Vernacare International Ltd is a healthcare manufacturing and services organisation committed to conducting business ethically, responsibly, and in compliance with all applicable laws and regulations in every country where we operate or distribute products.

We recognise that modern slavery, forced labour, bonded labour, child labour, and human trafficking are serious global issues and we maintain a zero-tolerance approach to all such practices.

#### **Our Commitment**

Vernacare is committed to:

- Acting ethically and with integrity in all business relationships;
- Implementing and enforcing effective systems and controls to minimise the risk of modern slavery within our business and supply chains;
- Complying with the UK Modern Slavery Act 2015 and equivalent legislation in jurisdictions where we operate;
- Continuously improving ethical standards throughout our operations and supplier network.

#### **Our Policies**

Vernacare maintains a Modern Slavery Policy which applies to all employees, contractors, consultants, suppliers, distributors, and third parties acting on our behalf.

The policy includes:

- Prohibition of forced, bonded, or child labour;
- Ethical sourcing expectations;
- Supplier due diligence requirements;
- Whistleblowing protections and reporting mechanisms;
- Ongoing monitoring and review processes.

In addition, Vernacare operates supporting policies and procedures relating to whistleblowing, ethical sourcing, labour standards, and supplier management.

## **Due Diligence and Supply Chain Management**

Prior to entering into contractual arrangements, Vernacare conducts due diligence on prospective suppliers, distributors, contractors, and customers to assess legal compliance and identify potential risks relating to modern slavery and unethical labour practices.

All Tier 1 suppliers are subject to ethical audits conducted either directly by Vernacare or through approved third parties. These audits include assessments covering:

- Health & Safety;
- Employment law compliance;
- Ethical Trade Initiative (ETI) Base Code requirements;
- Prevention of forced or bonded labour.

Audit frequency is determined based on supplier risk profile, geographic location, and product category.

Where improvements are identified, Vernacare works collaboratively with suppliers to implement corrective actions and improve understanding of ethical requirements.

## **Labour Standards Assurance Scheme (LSAS)**

Vernacare actively supports the NHS Labour Standards Assurance System (LSAS) and employs trained personnel to uphold LSAS and other recognised ethical standards.

Our Worksop site currently holds LSAS Level 4 status, the highest level awarded within the scheme, and we are working towards achieving equivalent standards across all operational sites within the next three years.

## **Training and Awareness**

Vernacare provides training and guidance to relevant employees and suppliers to ensure awareness of modern slavery risks and ethical responsibilities within our supply chain.

We also encourage supplier familiarity with the ETI Base Code and provide guidance in local languages where appropriate.

## **Employment Practices and Workforce Controls**

Vernacare is committed to ensuring that all employees and temporary workers are treated fairly, lawfully, and with dignity and respect.

As part of our recruitment and employment processes, we:

- Conduct appropriate pre-employment checks for all employees;
- Verify individuals' right to work in the relevant jurisdiction prior to commencement of employment;
- Ensure all employees receive contracts of employment and are paid in accordance with applicable employment legislation and minimum wage requirements;

- Monitor working hours and employment conditions to support compliance with applicable labour laws.

Where agency workers are utilised, Vernacare seeks to work only with reputable recruitment agencies and labour providers that are expected to operate in accordance with applicable employment legislation and ethical labour standards.

We expect all labour providers to share our commitment to preventing modern slavery, forced labour, and human trafficking within their operations and supply chains.

### **Whistleblowing and Reporting**

Vernacare encourages employees, suppliers, and third parties to report concerns relating to modern slavery or unethical conduct through our Whistleblowing Policy.

Reports may be made anonymously and are investigated promptly and appropriately.

For higher-risk supply chain regions, Vernacare engages local representatives to facilitate direct reporting and strengthen oversight beyond formal audit processes.

### **Monitoring and Continuous Improvement**

We recognise that preventing modern slavery requires continuous vigilance and improvement. Vernacare reviews its policies, supplier controls, and ethical compliance processes annually as part of its management review activities.

We remain committed to strengthening transparency and ethical standards throughout our business and supply chain operations.

### **Approval**

This statement has been approved by the Board of Directors of Vernacare International Ltd.

Signed:

*Richard Hall*

[Richard Hall \(May 13, 2026 12:52:58 GMT+1\)](#)

### **Richard Hall**

Chief Operating Officer  
Vernacare International Ltd

Date: 13/05/2026