



Slavery and Human Trafficking Policy Statement

It is Polar Medical's policy to conduct all of its business in an honest, transparent and ethical manner. We take a zero-tolerance approach to modern slavery and human trafficking and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate.

Polar Medical has published an anti-modern slavery and human trafficking policy which is available to all of its colleagues on the company's intranet. All our colleagues are currently undergoing awareness training with particular focus on those involved in procurement or with responsibility for supply chain management so that they can recognise signs of slavery and human trafficking.

We have reviewed our contractual arrangements with suppliers as well as our due diligence procedures, to ensure that such suppliers are aware that they are obliged to comply with the Modern Slavery Act 2015 ('Act'). New and existing suppliers are required by us to complete a detailed questionnaire and also to provide evidence to show compliance to the Act. We have also incorporated compliance with the Act in our audits of suppliers and partners.

Polar Medical colleagues receive no less than the prescribed minimum wage and we apply robust immigration checks, and expect the same standards from our suppliers.

Our Anti-Modern Slavery and Human Trafficking policy will be reviewed on a regular basis by, or on behalf of, the Chief Executive Officer.

Yours,

Michael Kyne
Managing Director

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