



## UK Modern Slavery Act Disclosure for 2024

*This statement is made by Duomed Medical UK Limited in accordance with section 54(1) of the Modern Slavery Act for the period 1 January 2024 – 31 December 2024 and sets out actions Duomed has taken to prevent human trafficking and slavery in its businesses and supply chain in 2024.*

### About Duomed

Duomed is a leading distribution platform of medical technologies in Europe, with specialisation in Endoscopy, Surgery, Critical Care, Medical imaging, Physiological monitoring and Infection Control. We make the difference on the market we serve by offering high-quality, reliable and more sustainable solutions to our customers, combining both consumables, capital equipment, technical service, IT integration, clinical training & education, as well as CRO services.

Headquartered in Aartselaar, Belgium, Duomed operates in over 10 countries and employs more than 650 professionals. Duomed Medical UK is a UK subsidiary of the Duomed Group and the UK's premier independent partner in endoscopy.

### Our policies

Duomed is committed to treating its employees, customers, suppliers, and subcontractors with respect, integrity, and fairness. We embrace the power of diversity and advocate for fair working hours, employee development, equitable remuneration, and the highest standards of health and safety. We strictly prohibit all forms of child labour, forced labour, discrimination, and harassment. To uphold this commitment, we have implemented robust policies and processes to prevent any involvement in human trafficking or slavery within our operations and supply chains.

Duomed maintains a Code of Conduct, available in six languages. The Code of Conduct is a set of guidelines designed to outline the ethical principles, values, and expected behaviours of our employees within our community. Its primary purpose is to establish a clear framework for acceptable conduct, promote integrity and accountability, and foster a respectful and inclusive environment. By providing a consistent standard for behaviour, the Code of Conduct helps to prevent misconduct, resolve conflicts, and ensure that everyone works together harmoniously towards our common goals. It serves as a foundation for building trust and maintaining a positive and productive atmosphere.

Duomed also maintains a Supplier Code of Conduct that sets out principles based on fundamental international conventions and guidelines and covers the areas of: Human and Labour Rights, Environment, Health and Safety, Ethics and Supplier Diversity. We encourage our suppliers to promote and respect standards of the International Labour Organisation, the General Declaration of Human Rights of the United Nations, the European Convention on Human Rights, to comply with environmental regulations, demonstrate continuous improvement and show ethical conduct throughout our business relations.

### Our supply chain

As a distributor, Duomed works with over 700 suppliers to bring products to the market. Our primary goal consists in contributing to the best quality of care through trustful relationships. We prioritise pursuing strong partnerships with suppliers by emphasising common values and commitment to upholding human rights throughout the entire value chain.



## Risk Assessment, Verification and Monitoring

Duomed Medical UK recognises that manufacturing is a high-risk sector for modern slavery, and so we always consider the risk of forced labour, human trafficking, and other unethical practices when procuring endoscopy products and consumables from suppliers. Additionally, a proportion of our manufacturer's products are produced in China, which is a high-risk country for modern slavery.

To mitigate and manage the risk of modern slavery in our supply chain we require all potential suppliers to complete our supplier questionnaire on a range of topics, including asking for a copy of their modern slavery policy, and details of how they implement, review, and assure their procedures. Any failure will automatically exclude them from our Approved Supplier List. We will require all approved suppliers to sign our Supplier Code of Conduct. We will investigate any suspected breach and terminate the relationship if significant breaches are confirmed. We will re-assess each approved supplier annually to ensure their policies and procedures remain sufficient and to check for any incidents, investigations, or prosecutions.

Duomed's Executive Board will regularly review our Modern Slavery Risk Register in line with guidance and reports by bodies including the British Medical Association and the Ethical Trading Initiative, to ensure our processes are effective.

## Training and education

Duomed provides regular training to all its entities on the Code of Conduct, including modern slavery and human trafficking topics. We commit to increasing the length of training delivered on modern slavery to 90 minutes for our management team. They will complete a CPD accredited Modern Slavery course in Q1 of 2025 and then deliver modern slavery training to our sales team during quarterly meetings.

We will log the training hours and include them in our training reports. We will collect feedback from staff and look to amend our onboarding process to reflect any learned changes. We will review this process annually.

## Accountability

To prevent violations and to react to them in an adequate manner, Duomed offers different channels for both employees and externals to report possible violations of our policies anonymously. These tools are externally hosted and available 24/7, 365 days per year. All the reports are received by the Duomed Ethics Committee. The Duomed SpeakUp Line is communicated and available to Duomed employees through SharePoint, to our suppliers through our Supplier Code of Conduct, and is accessible publicly on our website: <https://www.duomedgroup.com/whistleblowing>.

Any person who files a complaint alleging misconduct must act in good faith and have reasonable grounds to believe that the information disclosed indicates wrongdoing. No employee, third party contractor or partner who makes a notification in good faith will be subject to retaliation. Anyone who retaliates against a person who has made a report in good faith is subject to disciplinary action up to and including dismissal. However, making allegations that are deemed unfounded and malicious or knowingly false may result in disciplinary action up to and including termination of employment.

## Signed on behalf of Duomed Medical UK

Anouk De Rudder - Area Director North & Central Europe

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