



# Modern Slavery Statement

## 1. Our Policy

Vital Healthcare is opposed to slavery and human rights violations in any part of our activities or our supply chains. We are therefore committed to ensuring that we have adequate policies and procedures in place to identify and prevent these practices.

We met the turnover threshold applicable under section 54 of the Modern Slavery Act 2015 in the period covered by this statement.

## 2. Our Business

We manufacture and distribute a broad range of own- and third-party-branded medical devices, pharmaceuticals and medical supplies to hospitals, pharmacies, GPs, laboratories, other healthcare providers and related industries in the UK, Ireland, Continental Europe and internationally. Seasonal work is not a feature of the industry in which we operate. More information is available on each of our businesses' websites – see Appendix for details.

Vital Healthcare currently has operations in 10 countries and employs over 1500 people.

In September 2025, Vital Healthcare was purchased by HealthCo Investment Limited, part of a leading European investment and advisory group.

### 3. Organisational Structure & Supply Chains

In the period, our business was organised into the following Divisions:

- Vital Healthcare
- Vital Healthcare Ireland

See Appendix for details of the companies within each Division.

Our primary supply chain partners are authorised medical device and pharmaceutical manufacturers and distributors. The large majority of these are reputable suppliers who are based in the UK, US, and European Union. Where we deal with suppliers in countries where this risk is higher, we have put more robust controls and due diligence in place.

The following table contains a summary of the activities that we consider present the highest risk of slavery and human rights violations in the industries in which we operate, with, in each case, a summary of the steps we have in place to avoid these affecting our activities or our supply chains.

Industry Risk	Steps Taken
<ul style="list-style-type: none"><li>• Appointing distributors and local country representatives in high risk countries</li><li>• Representing manufacturers, engaging contract manufacturing and sourcing from raw material/ component suppliers based in high risk countries</li><li>• Appointing shipping third parties that assist in cross border processes including customs brokers, freight forwarders and transport companies involved in clearing customs</li></ul>	<ul style="list-style-type: none"><li>• Quality and ethical due diligence checks/reports risk countries</li><li>• Risk based approach to desktop and site auditing including third party auditors or compliance schemes</li><li>• Robust agreements including quality and supply chain integrity clauses where applicable</li><li>• Signed statements of compliance and/or acceptance to our Code of Practice</li><li>• Open regular two-way communications on compliance expectations and performance</li><li>• Provision of training for our employees dealing with partners in high risk countries</li><li>• Provision of training to our partners where required</li><li>• Agreeing mitigating controls and corrective actions where required</li><li>• Terminating the relationship if mitigation is not possible</li></ul>

## 4. Our Policies on Slavery & Human Rights Violations

The Vital Healthcare Code of Conduct sets out our Group's commitment to acting ethically and with integrity towards our employees and in all our business relationships. Specifically, Section 2 of the Code sets out our commitment to fair employment practices and Section 14 of the Code sets out our commitment to preventing, as far as practicable, slavery and human rights violations in our supply chains.

The Vital Healthcare Group *Supply Chain Integrity Policy* sets out the approach taken by every business in the Vital Healthcare Group to ensuring that all the products we sell meet applicable legal and ethical standards, including human rights and minimum labour standards.

In addition, the Vital Healthcare *Human Rights Policy* sets out Vital Healthcare's specific commitment to operate to internationally recognised standards of human rights, including in relation to forced labour, child labour and unsafe working conditions.

Our policy on slavery and human rights violations is set out in Section 1 of this statement.

At Vital Healthcare, we have established our *Supply Chain Integrity and Anti-Bribery and Corruption Risk Assessment Procedure* and *Supply Chain Integrity Code of Practice* to reflect the requirements of these Group policies. These documents outline the detailed requirements we follow at Vital Healthcare and which have been integrated into local company procedures. A number of Vital Healthcare companies participate in third-party assessment and audit programmes such as NHS Modern Slavery Assessment Tool and ECOVADIS. Our companies also participate in customer evaluations of our compliance to labour standards and modern slavery requirements.

## 5. Due Diligence & Assessing and Managing Risk

As part of our compliance with the policies and procedures referred to above, we take the following steps:

- Assess potential risk areas in our supply chains, including where partners or potential partners are located in countries where slavery or human rights violations are a particular risk. The risk assessment considers the industry or geographies in which they operate. Geographic risk, for this purpose, is informed by relevant independent indices such as the Corruption Perceptions Index or Global Slavery Index;
- Carry out enhanced due diligence on certain partners following this risk assessment. We work mainly with Kroll, a leading supplier of integrity due diligence services in this area. Where red flags are identified in this due diligence, senior management are involved;
- Mitigate the risk of slavery and human rights violations occurring in our supply chains, including by reviewing, where necessary, the controls that our partners have in place, asking partners to confirm that they meet certain standards and carrying out other suitable checks including audits;

- Monitor potential risk areas in our supply chains on a periodic basis and repeat due diligence where appropriate.

Steps we have taken in the period to enhance our process for identification of slavery and human rights violations risks in our supply chain are set out below:

- Vital Healthcare have continued to complete timely and comprehensive risk assessments and due diligence of third parties associated with our acquisitions in line with our *Supply Chain Integrity and Anti-Bribery and Corruption Risk Assessment Procedure*.
- We have continued to develop our online due diligence portal to monitor, track and record our risk assessment and due diligence activities. This data is reported regularly as part of the Vital Healthcare Compliance dashboard and our 6 monthly Compliance Questionnaire.
- We have trained relevant employees in our Doing Business in High Risk Countries training module and in procedures, such as our Supply Chain Integrity procedures and documentation.

## 6. Assurance & Key Performance Indicators

Responsibility for ensuring that our policies and procedures are adequate and are adhered to in all areas of our activities rests with the senior management team of Vital Healthcare businesses. Regular updates are provided to the Vital Healthcare Leadership Team for review and feedback. Our policies and procedures are audited periodically by internal auditors and by third parties to assure compliance and to identify areas for improvement. These audits address supply chain integrity risks including the abuse of human rights and employment rights. We utilise our online due diligence portal to enable metrics and monitoring of our activity and performance.

## 7. Training & Awareness

In the period covered by this statement, we completed over compliance training sessions across our employee population, which covered the protection of human rights, including the prevention of slavery. This training is rolled out regularly to all employees.

We also provide training to relevant employees on supply chain risks, including the risk of slavery and human rights violations in accordance with our procedure requirements.

Our participation in industry associations and our dealings with third party partners also provides Vital Healthcare with information regarding slavery and human rights violations risks in the industries where Vital Healthcare is active, and best practice in avoiding them.

## 8. Nature of this Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and is an updated version of our slavery and human rights violations statement for the financial year ending 31<sup>st</sup> March 2025.

# Appendix

Vital Healthcare businesses include the following:

## Medical Devices

Asept InMed SAS	aseptinmed.fr
ENDO-FLEX GmbH	endo-flex.de
Fannin (UK) Ltd	fannin.eu
Medi-Globe GmbH	
Medi-Globe Brasil Ltda	
Medi-Globe s.r.o	medi-globe.de medi-globe-group.com
Medi-Globe Technologies GmbH	
Medi-Globe Technology Beijing Co. Ltd.	
Urotech GmbH	urovision-urotech.de
uroVision Ges. f. med. Techn.-Transfer mbH	
VacSax Limited	vac sax.co.uk

## Ireland

Fannin Limited	fannin.eu
Fannin (NI) Ltd	
Iskus Health Limited	iskushealth.com
Iskus Health UK Limited	
Medisource Ireland Limited	medisource.ie

## Logistics

The TPS Healthcare Group Limited	tpshealthcare.co.uk
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## Primary Care

AMP-med GmbH	amp-med.de
APM Praxisbedarf München-Land GmbH	apmgmbh.com
City Labor-Service GmbH	city-labor-service.de
Esamed GmbH	esamed.de
Klitra Praxisbedarf GmbH & Co KG	klitra.de
Medilab Medical Equipment AG	medilab.ch
Medizin-Produkte-Service GmbH	mpsgmbh.net
RS Medicare GmbH	rsmedicare.de
SP Services Limited	spservices.co.uk
Williams Medical Limited	wms.co.uk
Wörner Medical GmbH	woernermedical.de
Wörner Medizinprodukte und Logistik GmbH	