

Lavender Medical Modern Slavery Statement 2023

Our Commitment

Lavender Medical is committed to ensuring modern slavery plays no part in its business or supply chains. To satisfy this commitment, we undertake a range of different steps to achieve the highest legal, ethical and employee-related standards within our own business and supply chains, making sure that all stakeholders (including employees, partners and suppliers) are working together to eradicate modern slavery and human trafficking. In relation to our supply chain, we are focused on working with long-term, strategic partners who demonstrate the same commitment.

Supply Chain

We believe that our supply chain is the highest risk area for breaches of modern slavery policy. Our due diligence approach to each of our suppliers ensures that we have appropriate policies and contractual terms in place so that our suppliers understand the standards that we require of them. Should our suppliers not adhere to our standards, there can be material consequences, including the termination of our relationship with them.

Lavender Medical operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes a Supplier questionnaire, an audit of policies and procedures and an online search to ensure that the organisation has never been convicted of offenses relating to modern slavery.

In addition to the above, as part of our engagement with suppliers, we require that they confirm to us that they have taken steps to eradicate modern slavery within their business and that they hold their own suppliers to account over modern slavery

(For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)

(For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operation.

Due Diligence

We have conducted a risk assessment of our supply chain by taking into account, the risk profile of individual countries based on the Global Slavery Index, considering the services provided by the Suppliers and the level of interaction with Lavender medical.

Risk Assessment and Management

We do not procure any Product or Service which falls into a high risk imported activity.

The highest risk "product or services" identified in the assessment are Metal Conversion and Finishing

Lavender medical have assessed all our major Suppliers as low risk.

The Management of Suppliers will be performed in line with their assigned risk, and in accordance with the procedures which define how potential areas of risk are resolved.

Staff Training

In order to achieve the required results, the ongoing training of all our staff with supply chain responsibilities includes anti-slavery training, including The UK Modern Slavery Act, identification of slavery in the supply chain and internal reporting procedures.

As a part of our Our commitment in the fight against modern slavery and trafficking, we encourage all our staff to report any suspicions or red flags which extends to human rights violations like modern slavery and human trafficking. All reports are fully investigated, and appropriate remedial action taken.

This statement was approved by the Board of Directors on the 17th April 2024

R. Saab

Ramzi Saab

CEO