

Anti-slavery and human trafficking statement

10 Feb 2018

1 Policy statement

The Drive DeVilbiss Healthcare Ltd group of companies prohibits slavery, forced labour and human trafficking of any kind in relation to our business operations and our supply chains. We support the promotion of ethical business practices and policies to protect workers from any kind of abuse or exploitation in relation to our group businesses and supply chains.

2 Our Group businesses

We are a one of the leading manufacturers and distributors of durable medical with manufacturing and distribution centres around the UK. Our group includes the following businesses:

- Drive DeVilbiss Healthcare Ltd (DDH) - Manufacturer and distributor of durable medical equipment, mobility products, respiratory and sleep aids, pressure care products and beds.
- Drive DeVilbiss Sidhil Ltd (DDS) – Manufacturer of specialist pressure care products, hospital and community beds
- Specialised Orthotic Services (SOS) - Manufacturer of specialist seating and mobility aids.

3 Communication, compliance and risk assessment

In the last year we have taken the following steps in relation to our policy on anti-slavery and human trafficking:

- All companies within the group have continued to communicate our company policies:

SHEQ Policy ADM-PO-01 rev 21;
Ethical Policy ADM-PO-06 rev 6;
Anti-slavery and human trafficking policy
ADM-PO-07 rev 4.

These policies have also been made available for employees to view on 'The Wire', our company intranet site. The policies are issued to new suppliers along with our standard terms and conditions of purchase which make it a condition of trading with DDH that suppliers adhere to these policy standards.

- Social Accountability 8000 (SA8000) systems were incorporated into the Company's Management Systems Manual.
- August 2017, DDH were externally assessed by SGS for LSAS compliance against the SA8000 standard and attained LSAS Level 1.
- December 2017, DDH attained LSAS Level 2.
- In relation to the group's assessment of risk, we are retrospectively assessing our suppliers in the UK and overseas. Where necessary overseas suppliers are required by DDH to complete our LSAS questionnaire or provide social compliance reports, as a check on compliance with local laws and regulations including labour practices. The vast majority of products which are imported into the UK by DDH are sourced from overseas. These are mainly machine manufactured goods, as opposed to labour intensive handmade products.

4 Breaches

In the event of any suspected failure by a supplier to comply with our Policies, we will investigate the circumstances of the non-compliance with the supplier. In the event of any breach of the policy being identified as a result of such an investigation, we will review what appropriate remedial action we require the supplier to undertake and also determine, on a case by case basis, whether our trading relationship with that supplier should be monitored, suspended or terminated.

5 Our commitment

We will continue to strive to find effective ways of improving communication and adherence to ethical business practices and assessment of risks and always welcome feedback from all stakeholders in relation to our business. Our policies, procedures and approach to verification processes are geared toward what we think are balanced and reasonable, practical and effective.

6 Approval

This statement is made under section 54 of the Modern Slavery Act 2015 and is our anti-slavery and human trafficking statement for the 2017 financial year.

This statement has been approved by the Board of Directors and a copy of it has been signed by the group Operations Director

 10 Feb 2018