

2026 Modern Slavery & Human Trafficking Statement

Document Details

Template ID	POL-QA-005
Version	1.0
Effective Date	16-02-2026
Review Date	02/11/2026

Approvals

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2026 MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

FOREWORD

Since our last statement, Thriva's business activities have not changed considerably. We have continued to work hard to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain.

This is our third modern slavery statement which outlines what measures we have taken in the last year and what actions we will take this year to identify and mitigate modern slavery risks throughout our supply chain and operations.

OUR SUPPLY CHAINS

All our tier 1 suppliers are based in the UK and we have contractual terms to combat modern slavery. Our principal suppliers are regulated manufacturers and distributors of medical devices and pharmaceutical products or services.

We have strengthened our supplier due diligence and onboarding processes for new supplier contracts and contract renewals and carry out annual audits on suppliers' processes and policies.

In the past year we sourced materials from suppliers based in countries that may be more vulnerable to human rights abuses than others. We have updated our procurement strategy to take into account a country's vulnerability score of modern slavery when making sourcing decisions.

We are creating greater visibility over our sub-tier suppliers. To aid with this, we now have dedicated procurement staff with accountability for ethical sourcing and modern slavery is considered when making purchasing decisions.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are continuously reviewing and updating our policies to ensure that no modern slavery or human trafficking exist in our business and supply chains.

Our policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

In 2025, we broadened our procedures and systems to identify and mitigate risks. These procedures and systems are monitored and continuously updated for improved robustness:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.
- Train our staff to have a high level of understanding of modern slavery and human trafficking risks in our supply chain and in our business.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We have a risk register and risk committee for the purpose of monitoring risks to our business, including risks relating to modern slavery and human trafficking in our supply chain.

To measure our effectiveness against slavery and human trafficking in any part of our business or supply chain, we have the following key performance indicators for 2024:

	Objective	Measureable
KPI 1	Engage with all tier 1 suppliers and conduct audits on tier 2 suppliers to start mapping visibility across sub tier suppliers	25% of tier 2 suppliers audited
KPI 2	Audit and risk assess all tier 1 suppliers	100% of tier 1 suppliers audited and assessed
KPI 3	Include anti-slavery clauses in all supplier contracts	100% contracts include anti-slavery-clauses
KPI 4	All procurement staff to complete anti-slavery training	100% of supply chain staff trained
KPI 5	Any occurrence of modern slavery remediated	0% modern slavery and labour exploitation in the supply chain or business

Revision History

Version	Effective Date	Author	Revision Summary
1.0	16-02-2026	Dan Ong	Initial Release

CERTIFICATE *of* SIGNATURE

REF. NUMBER
B8V8C-8WUGV-ZCHAG-NZTGE

DOCUMENT COMPLETED BY ALL PARTIES ON
16 FEB 2026 10:16:28
UTC

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TIMESTAMP

SENT
16 FEB 2026 09:59:33

VIEWED
16 FEB 2026 09:59:42

SIGNED
16 FEB 2026 09:59:53

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IP ADDRESS
90.216.187.13

LOCATION
FULHAM, UNITED KINGDOM

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VIEWED
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SIGNED
16 FEB 2026 10:16:28



IP ADDRESS
82.132.244.146

LOCATION
WEST BROMWICH, UNITED KINGDOM

