

Modern Slavery Policy for Medi-Plinth Equipment Limited

1. Introduction

Medi-Plinth Equipment Limited is committed to conducting business in a responsible and ethical manner. We fully recognize the importance of preventing modern slavery and human trafficking in our operations and supply chains. This policy sets out our commitment to tackling modern slavery and human trafficking and outlines the steps we are taking to ensure compliance with the Modern Slavery Act 2015.

2. Purpose

The purpose of this policy is to ensure that Medi-Plinth Equipment Limited maintains zero tolerance towards modern slavery, human trafficking, forced labour, and any form of exploitation within our business operations and supply chain. We are dedicated to ensuring transparency and fairness in all business practices and expect the same high standards from all our suppliers, contractors, and partners.

3. Scope

This policy applies to all employees, directors, contractors, consultants, suppliers, and any other third-party entities acting on behalf of Medi-Plinth Equipment Limited. It covers all business operations, including procurement, production, logistics, and all partnerships.

4. Commitment to Ethical Practices

Medi-Plinth Equipment Limited is committed to:

- Ensuring that our operations are free from any form of modern slavery or human trafficking.
- Continuously assessing risks within our supply chain and taking action to address potential vulnerabilities.
- Acting with integrity and transparency in all business dealings.
- Promoting ethical employment practices across our organization and supply chain.
- Providing fair wages, safe working conditions, and lawful employment practices for all employees and workers within the business.

5. Definitions

For the purposes of this policy:

- **Modern Slavery:** Includes slavery, servitude, forced and compulsory labour, and human trafficking.
- **Human Trafficking:** The recruitment, transportation, transfer, harbouring, or receipt of persons by means of threat, force, coercion, abduction, or deception for the purpose of exploitation.

- **Forced Labor:** Any work or service that individuals are forced to do against their will under the threat of punishment.

6. Supply Chain Standards

We are committed to ensuring that our suppliers uphold the highest standards of ethics and responsibility. All suppliers, contractors, and third-party partners must:

- Comply with all relevant laws and regulations, including the Modern Slavery Act 2015.
- Implement policies and practices that prevent modern slavery and human trafficking within their own operations.
- Allow audits and inspections to ensure compliance with this policy.
- Report any suspected cases of modern slavery or exploitation within their supply chains.

7. Due Diligence Process

To minimize the risk of modern slavery within our supply chain, we undertake the following due diligence measures:

- **Supplier Vetting:** New suppliers undergo a rigorous selection process that includes assessment of their labour practices and compliance with modern slavery regulations.
- **Risk Assessment:** We conduct regular risk assessments of our supply chain to identify areas with a higher risk of modern slavery or human trafficking.
- **Audits and Inspections:** We carry out audits and inspections of high-risk suppliers to ensure they comply with our ethical standards and the law.

8. Training and Awareness

- **Employee Training:** Medi-Plinth Equipment Limited provides training to all employees on modern slavery, including how to identify signs of exploitation and how to report concerns.
- **Supplier Training:** We expect our suppliers to implement appropriate training programs to raise awareness of modern slavery and ensure compliance with this policy.
- **Raising Concerns:** Employees and suppliers are encouraged to report any concerns related to modern slavery or human trafficking, either within our business or our supply chain, through appropriate reporting channels.

9. Reporting and Whistleblowing

Medi-Plinth Equipment Limited maintains an open-door policy for reporting any concerns or suspicions of modern slavery or unethical practices:

- **Whistleblowing:** Employees and external stakeholders can report any concerns through a confidential whistleblowing procedure without fear of retaliation.

- **Action on Reports:** All reports of modern slavery will be fully investigated, and appropriate action will be taken, including engaging with law enforcement where necessary.

10. Continuous Improvement

Medi-Plinth Equipment Limited is committed to continuously improving our policies and practices to combat modern slavery. This includes:

- Regularly reviewing and updating our modern slavery risk assessment processes.
- Strengthening partnerships with organizations and initiatives that focus on eliminating modern slavery.
- Enhancing training and awareness programs to ensure all stakeholders are informed and vigilant.

11. Compliance and Accountability

Failure to comply with this policy may result in disciplinary action, termination of contracts, or legal consequences. Medi-Plinth Equipment Limited will take all necessary steps to address and rectify any instances of non-compliance, both within our own operations and within our supply chain.

12. Monitoring and Review

This Modern Slavery Policy will be reviewed annually to ensure its effectiveness and alignment with current legislation and best practices. We are committed to regularly monitoring our supply chain and operational processes to identify any potential risks and take swift action where necessary.



Tom Hart
General Manager
Medi-Plinth Equipment Ltd
01.01.2024



Raj Singh
Director
Medi-Plinth Equipment Ltd
01.01.2024