



ANTI SLAVERY POLICY STATEMENT

This statement sets out the steps that Baihe Medical UK Limited has undertaken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Baihe Medical UK Limited has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically, with integrity and transparency in all business dealings.

We are committed to creating effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain and impose those same high standards on our contractors, suppliers and other business partners.

COMPANY STRUCTURE AND SUPPLY CHAIN

Baihe Medical UK Limited is the UK subsidiary of parent company Guangdong Baihe Medical Technology Co., Ltd with a headquarters located at No.89, Taoyuan East Road, Shishan, Nanhai, Foshan City, Guangdong Province, P.R.C, 528225, is a leading manufacturer of disposable medical devices for various specialty including critical care, operating theatre, dialysis, radiology, urology and chronic wound care. The Group has over 4000 employees worldwide.

Baihe Medical UK Limited has a branch office in China, India, Pakistan, Africa, Turkey and the United Kingdom. The Group has a global annual turnover of approximately \$300.00 million.

As such, Baihe Medical UK Limited has an extensive distribution partner across the globe, and we supply medical disposables goods and services in over 100 countries. We work with a wide range of different suppliers, subcontractors, and partners, each of which will have their subcontractors, affiliates and associate entities. Baihe Medical UK Limited, therefore, is connected to multiple entities (for instance, the UK and mainland Europe) through numerous contractual relationships across many countries.

OUR POLICIES

We operate several internal policies to ensure that we are conducting business ethically and transparently. These include:

1. Anti-slavery guidance. Baihe Medical UK Limited stance on modern slavery it explains how employees can identify any instances of this and where they can go for help.
2. Baihe Medical UK Limited Resourcing Policy confirms that eligibility to work in the UK checks are conducted on all employees, including but not limited to checking an original passport, work permit, BRP, qualified driving license, birth certificate or other qualifying documentation.
3. Whistleblowing policy- This ensures all employees know they can raise concerns about how colleagues are being treated or practices within our business or supply chain without fear of reprisals.
4. Code of good business practice- This code explains the way we behave as an organisation and how we expect our employees to act.

DUE DILIGENCE PROCESS

As part of our initiative to identify and mitigate risk, we:

- Operate strict procurement processes, requiring suppliers to comply with all applicable laws and standards, including those which relate to the Modern Slavery Act
- Base our tender documents on the government standard selection questionnaire (SSQ) with specific questions in the ITT response around the Modern Slavery Act and compliance with it
- Expect our suppliers to have suitable policies and processes in place within their businesses to prevent child labor, modern slavery and human trafficking and to cascade those policies to their suppliers
- Undertake a continuous review of assurance information from existing suppliers and partners and follow up where relevant
- Have included a specific item relating to the Modern Slavery Act in the agenda of the contract management meetings with suppliers, enabling us to be kept informed of and monitor any changes
- Include appropriate terms in our contractual documentation with suppliers:
 - i. Obliging suppliers and their contractors, suppliers and employees to comply with the Modern Slavery Act
 - ii. reserving the right for Baihe Medical UK Limited to audit suppliers and their contractors where we consider it appropriate
 - iii. obliging suppliers to report to us if they are aware of or suspect slavery or human trafficking in a supply chain connected to any Baihe Medical UK Limited contract
 - iv. Reserving the right for us to terminate the contract at any time, should any instances of modern slavery come to light.
- The Procurement Team follow the advice and guidance about the Modern Slavery Act set out in the Chartered Institute of Purchasing and Supply (CIPS) code of professional conduct.

The above procedures are designed to:

- Identify and assess potential risk areas in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Monitor potential risk areas in our business and supply chains.

TRAINING

We regularly conduct modern slavery training for our procurement teams and issue guidance to our employees so that they are aware of the issues surrounding modern slavery and what to do if they suspect that it is taking place within our supply chain.

OUR PERFORMANCE INDICATORS

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:



- Reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- The use of grievance mechanisms.
- The level of communication and personal contact with the next link in the supply chain.
- The completion of audits.