



# Cardiac Med Tech Modern Slavery and Human Trafficking Statement

## Introduction

This Modern Slavery and Human Trafficking Statement is made in accordance with Section 54 of the UK Modern Slavery Act 2015. It sets out the steps taken by **Cardiac Med Tech** to prevent modern slavery and human trafficking within our business operations and supply chains. This statement outlines the steps taken during the financial year ending 2026.

Cardiac Med Tech is committed to acting ethically, responsibly, and transparently in all areas of our business. We recognise our responsibility to respect human rights and are committed to ensuring that modern slavery, forced labour, and human trafficking have no place in our organisation or in any part of our supply chain.

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## Our Business

Cardiac Med Tech operates as a UK-based distributor of innovative interventional cardiology medical technologies. Our activities include sales, marketing, supplier management, and oversight of logistics services delivered through specialist third-party providers.

We primarily operate within the United Kingdom and work closely with:

- Medical device manufacturers
- Third-party logistics providers
- NHS Trusts and procurement organisations

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## Our Commitment

Cardiac Med Tech is committed to:

- Upholding fundamental human rights
- Preventing slavery, servitude, forced or compulsory labour
- Ensuring fair, safe, and lawful working conditions
- Acting with integrity in all business relationships

We have a zero-tolerance approach to modern slavery and expect the same standards from all our suppliers, contractors, and business partners.

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## **Policies and Governance**

The following policies and practices support our commitment to preventing modern slavery:

- Code of Conduct
- Supplier Due Diligence Procedures
- Ethical Procurement Practices
- Whistleblowing and Reporting Procedures

These policies are reviewed regularly and updated as necessary to reflect changes in legislation and best practice.

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## **Risk Assessment and Due Diligence**

Cardiac Med Tech recognises that the risk of modern slavery may exist within extended supply chains, particularly in manufacturing and logistics sectors.

To mitigate these risks, we:

- Conduct due diligence on new and existing suppliers
- Prioritise suppliers operating in regulated markets
- Assess supplier compliance with ethical and labour standards
- Reserve the right to audit or request assurances from suppliers where appropriate

We consider the overall risk of modern slavery within our direct business operations to be low, given our UK-based activities and focus on reputable, regulated partners.

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## **Supply Chain Management**

Our supply chain primarily consists of:

- Established medical technology manufacturers
- UK-based and EU-based logistics providers

We expect all suppliers to:

- Comply with applicable employment laws and regulations

- Prohibit forced, bonded, or child labour
- Provide safe working conditions
- Treat workers with dignity and respect

Where appropriate, contractual agreements include clauses relating to ethical conduct and compliance with modern slavery legislation.

## Our Workforce – Training & Awareness

Cardiac Med Tech is committed to raising awareness of modern slavery risks. We have a standardised process to ensure that all staff have guidance on how to report concerns around Modern Slavery.

- All staff receive guidance on identifying and reporting potential modern slavery concerns
- Senior management is responsible for ensuring compliance with this statement
- Awareness is integrated into onboarding and supplier engagement where appropriate

## Reporting Concerns

Employees, suppliers, and other stakeholders are encouraged to report any concerns relating to modern slavery or human trafficking.

Concerns can be raised confidentially and without fear of retaliation. All reports will be investigated promptly and appropriately.



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## Further action

We are committed to continuously improving our practices to combat modern slavery. This includes:


- Reviewing supplier relationships
- Monitoring emerging risks
- Updating policies and procedures
- Enhancing training and awareness.

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## Approval and Review

This statement has been approved by senior management and will be reviewed annually.

Signed:



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Name: J McCulloch Griffin

Title: Director

Date: 01/11/2025

Reviewed by the board and director: 01/04/2026

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**Organisation:** Cardiac Med Tech

**Review Cycle:** Annual