

Modern Slavery Statement

The reputation of Huntleigh and the trust and confidence of our stakeholders is central to the continued success of our business, and we are committed to trying to prevent acts of modern slavery and human trafficking from occurring within both our business and supply chain.

This is the Modern Slavery and Human Trafficking statement for Huntleigh Healthcare Ltd. The statement establishes the steps taken and the ongoing initiatives to prevent Modern Slavery and Human Trafficking. This declaration is made pursuant to section 54, part 6 of the Modern Slavery Act 2015.

Organisation, Structure and Supply chains

Huntleigh Healthcare's products and innovative solutions in vascular care, fetal and patient monitoring are designed to assist clinicians in improving outcomes and enhancing patient wellbeing. Huntleigh is part of the Arjo group of companies with corporate headquarter located in Malmö, Sweden and is listed on Nasdaq Stockholm. For more information about who we are and what we do please visit www.huntleigh-diagnostics.com

At Huntleigh, we review our practices across our business and supply chain as well as employees and contractors on a regular basis.

Huntleigh has an ethical responsibility to employees, customers and business partners, and we strive for high business ethics on all levels. Ensuring compliance is part of our daily work and Huntleigh has zero tolerance for all forms of bribery, corruption and fraud including modern slavery and human trafficking. Good business ethics and well-defined principles for compliance are at the core of Huntleigh's long-term business relations.

At Huntleigh, we have taken actions to ensure we have greater transparency across our business and supply chain and we operate in accordance to a Code of Conduct. Huntleigh is committed to sustainability as well as ethical behaviour throughout the organisation and the supply chain. This work comprises a number of elements, which are supported by our Global Quality Regulatory and Global Procurement team. We have in place training and development in order to comply with regulations in the UK as well as globally.

Some of our products contain tantalum, tin, tungsten and gold. These metals, often named 3TG, have become known as 'conflict minerals' because they may be, in part, sourced from the Democratic Republic of Congo where a long civil war is ongoing. We recognise that conflict minerals bring an increased risk of modern slavery.

The following clause is included in Huntleigh's conditions of sales : "Modern Slavery: the Seller shall ensure they take all measures to respect and support international human rights and labour conditions, and avoid causing, contributing to, or being linked to any modern slavery violations."

The following question is included on the Huntleigh Supplier Approval Form : "Do you take all measures to minimise slavery, servitude, forced or compulsory labour and human trafficking violations within your organisation?"

The following question is included in the Huntleigh Supplier Quality Audits : "Do you take all measures to minimise slavery, servitude, forced or compulsory labour and human trafficking violations within your organisation?"


Any evidence of Modern Slavery throughout the Huntleigh supply chain is reported at the monthly Management Team meeting and formally minuted. There is a 10 working day KPI to formally engage with any supplier to verify the facts. The supplier has 4 weeks to produce an acceptable remediation plan. Progress against the remediation plan is monitored and failure to implement will result in termination.

Huntleigh is committed to have a conflict-free supply chain and we are continuously strengthening our due diligence processes within our global supply chains to be more effective and precise in finding and mitigating risks, including human trafficking and modern slavery.

Code of Conduct and Human rights

With the purpose of conducting business in a sustainable way, we have a *Supplier and Business Partner Code of Conduct Directive* - structured in accordance with the four focus areas identified in the UN Global Compact (human rights, labour conditions, environment and anti-corruption) - which outlines the minimum standards Huntleigh requires its suppliers and business representatives (meaning agents, distributors, consultants, service partners, suppliers or other contractors or intermediaries who represent the goods or services of Huntleigh) which must be complied with when doing business with Huntleigh in addition to observing and complying with all applicable IFLWS, regulations and industry standards.

Arjo has signed the UN Global Compact and supports the ten principles on human rights, labour, environment and anticorruption. All Huntleigh Employees have to follow the Code of Conduct and other accompanying policies relating to how the company does business. It describes the company's and employees responsibilities to its stakeholders. Annually, Huntleigh carries out mandatory training for all leaders in the company. There is an Arjo group HR team and UK/Huntleigh team that review all documentation for new joiners and recruitment as well as advising the Management Team on ethical issues in order to highlight risk areas.



Gang Zhang

Managing Director

Huntleigh Healthcare Ltd