

## MEDI UK LIMITED – MODERN SLAVERY STATEMENT

Slavery and human trafficking continue to exist in our globalised society and economies. medi is fully aware of such risks and takes them very seriously. We are doing all we can to ensure that they are minimised and, wherever possible, eliminated both with regard to our own business and our supply chain.

### Definition of Modern Slavery

Our understanding of the term “**Modern Slavery**” is guided by the UK Modern Slavery Act 2015 (MSA) and the UN’s Universal Declaration of Human Rights as well as the conventions of the International Labour Organisation. It consequently encompasses forced and compulsory labour in any form. This includes debt bondage and any restrictions on a person’s freedom of movement (whether physical or non-physical, e.g. through the withholding of a person’s identity papers).

### Our group structure

The medi group is headquartered in Bayreuth, Germany but operates internationally in more than 90 countries. We employ ca. 2,400 people and have 19 branches in 19 countries. Our UK business is based in Hereford and undertaken by our subsidiary medi UK Limited.

### Our business

We produce and retail a variety of medical products, in particular in relation to the treatment of phlebological and orthopaedic conditions. Our products range from medical compression garments for prophylaxis and treating oedema and veins, non-medical compression garments and soft supports through to braces.

Our main production sites are situated in Germany, Italy and the USA.

We do have retail operations across Asia and the Middle East, including in some jurisdictions that are considered to suffer from an elevated risk of Modern Slavery according to the Global Slavery Index. We note, however, that our operations in these countries are mostly of a retail nature, with very little production undertaken locally. The countries where our major production sites are located are not deemed to be high risk in the context of Modern Slavery.

Strong price competition in the textile industry means that many manufacturers are driven to produce in low-wage countries. In such countries, production sites often provide for inhuman working conditions. medi attaches great importance to fair working conditions and high quality of its products and we have made the conscious choice, despite strong price competition in the textile industry, to maintain our main production site in Germany.

No instances of Modern Slavery have previously been discovered in our business and we have no indications that our business is vulnerable to Modern Slavery. We do not have employees who are paid below the minimum wage in any jurisdiction or are subject to substandard working conditions.

## **Our supply chains**

We receive supplies from a variety of jurisdictions, with the bulk of our suppliers originating from Germany, Austria and Italy. As such, the countries from which we procure such supplies are not deemed high risk for the purposes of Modern Slavery.

No instances of Modern Slavery have been discovered in our supply chain and there is no indication that our suppliers are vulnerable to such risks. In relation to our suppliers, we are not aware of any instances of salaries below the minimum wage or substandard working conditions.

We remain nonetheless vigilant and monitor our supply chains as set out in more detail below.

## **Relevant policies**

We aim to act ethically and with integrity in relation to our business and all our commercial relationships. Accordingly, we are committed to ensuring that there is no Modern Slavery or human trafficking in any part of our business. Furthermore, we aim to implement effective systems and controls to ensure Modern Slavery and human trafficking is not taking place anywhere in our supply chains.

Our policy is to ask for immediate correction should instances of Modern Slavery be discovered in relation to any of our suppliers. We will terminate the relationship if the violation is not so remedied or is so serious that we can no longer trust in the ethical values of our business partner.

We expect all our businesses and partners to comply with minimum labour standards. We pay our suppliers fairly in order to reduce the incentive for cheap labour.

## **Risk management and due diligence**

We brief members of management on the subject matter so as to ensure awareness and prudence both internally and with regard to the behaviour of third parties.

In summary, we have zero tolerance to Modern Slavery and are making all possible efforts to combat the risk of Modern Slavery in our business and supply chains.

This statement is made pursuant to section 54(1) of the MSA and constitutes our MSA statement for the current financial year.

A handwritten signature in black ink, appearing to read 'Ian Grant', is written over a horizontal dotted line.

**Ian Grant**  
Managing Director  
medi UK Limited