

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps that Lisclare has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

The statement covers the calendar year 2022.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Lisclare has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our business

Lisclare Limited is a supplier of a wide range of nursing equipment to both community and acute healthcare services throughout the UK and Ireland.

Our core products include community nursing equipment such as nursing beds, patient lifts and pressure care mattresses. We also develop and supply products for the safe moving and handling of clients with reduced mobility across both the community and acute healthcare sectors.

Our Silentia division supplies patient privacy screens to acute hospitals as a more hygienic and sustainable alternative to privacy curtains.

We operate solely within the UK and Ireland from our head office in Belfast and our distribution centre in Cheshire.

### Our supply chain

We endeavour to cultivate long standing relationships with our suppliers so that we can build up a deep understanding of their businesses.

Most of our products are sourced from countries which are rated by the United Nations Office for the Coordination of Humanitarian Affairs (OCHA) as being at a low risk of vulnerability to modern slavery. We do not currently source products directly from any countries deemed to be at a high-risk level. For suppliers located in regions at a medium risk of modern slavery, we engage more closely assessed through a detailed modern slavery questionnaire and site inspections.

### Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Labour standards assurance policy. This policy sets out our commitment to ensuring our operations and processes are carried out ethically, and that we exceed minimum labour regulation standards.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that 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 conduct. This code explains the standards we expect all our employees to adhere to, and to highlight unacceptable behaviour and practices.

### Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Training is carried out at induction for new employees and for all employees by way of HR communications and periodic training and update sessions. Our policies are available to all employees on the company intranet.

### Due diligence

In line with our own audits and policies, we continually review our supply chain, ensuring that operations remain fair, ethical and in line with the most recent regulations.

Lisclare operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier.

New suppliers which are likely to exceed purchases of more than £200,000 per year (Key Suppliers) are graded according to whether the country and sector in

which they operate is at a low, medium, or high level of vulnerability to modern slavery.

We ask all Key Suppliers to complete a high-level questionnaire to enable us to understand what steps they have taken to eradicate modern slavery within their own organisation and throughout their supply chain.

Key Suppliers graded as medium or high risk are required to complete a more detailed questionnaire and are asked to agree to the possibility of site inspection visits.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business and forced/child labour.
2. They pay their employees at least the national minimum wage / national living wage (as appropriate for their country of operation).
3. We may terminate the contract at any time should any instances of modern slavery come to light.

### Risk assessment and management

As part of our ISO 9001 quality management processes, we regularly review potential existing and new risks which the company is exposed to including those covered by the Modern Slavery Act 2015.

Risks associated with our supply chain are assessed and managed through our due diligence processes as outlined in the “Due diligence” section.

We manage ongoing risks through the development and implementation of policies such as those relating to labour standards, recruitment, whistleblowing and through codes of conduct. All employees are made aware of these policies as part of induction, training, and update programmes.

### Activity during the year

- We updated our policies during 2022 in relation to whistleblowing and codes of conduct. These were communicated to staff by way of local training sessions.
- We developed a policy for grading the risk level for suppliers in relation to modern slavery.

- No new risks were identified in relation to Modern Slavery.
- We did not enter into any new supply agreements exceeding our due Modern Slavery diligence threshold.

### Our performance indicators

We will continue to measure the success of our approach against the following:

- There are no reports of any incidences of modern slavery within our business or supply chains.
- Our staff are familiar with policies that enable them to report any concerns and they feel comfortable doing so.
- Suppliers understand the importance of ensuring that modern slavery is not taking place within their supply chain and the consequences of not taking effective action.

### Future plans and objectives

Moving forward, we intend to implement the following KPI's which will underpin our modern slavery objectives:

- Assess all existing and new suppliers in relation to their risk of vulnerability to modern slavery.
- 100% of low-risk, key suppliers complete a modern slavery questionnaire.
- 100% of medium to high-risk suppliers complete an MSAT assessment.

### Approval

This Modern Slavery Statement has been approved by the board of Lisclare Limited.



**Stephen Hall**

Managing Director

23<sup>rd</sup> March 2023