



Introduction

Thuasne is committed to operating responsibly and establishing and adhering to the highest ethical standards in all our business activities. We recognize that modern slavery, which includes slavery, servitude, forced labor, and human trafficking, is a global issue and one that affects all industries and sectors. This statement outlines the steps we have taken and continue to take to ensure that modern slavery does not occur within our organization or our supply chains.

Our Business and Supply Chains

Thuasne UK Limited ("Thuasne") are a distributor of medical devices throughout the UK to NHS and private hospitals. We are a part of the Thuasne Group, and our ultimate parent company is Thuasne Participations. Thuasne has its head office in Paris, France. Thuasne has over 2,000 employees globally.

Our UK business is currently organised into 2 business units: Orthocare and Lymphology/Breast Care

Policies and Procedures

To combat modern slavery, we have implemented the following policies and procedures:

Code of Conduct: Our Code of Conduct explicitly prohibits any form of modern slavery and sets out the ethical standards and behaviors expected of all employees

Whistleblower Policy: Our Whistleblower Policy provides a mechanism for employees and third parties to report any concerns or suspicions of unethical behavior, including modern slavery, anonymously and without fear of retaliation.

Recruitment Policy: We conduct rigorous background checks on all new employees and ensure that all recruitment processes are fair, transparent, and comply with labor laws.

Due Diligence Processes

We undertake the following due diligence processes to identify and mitigate the risk of modern slavery within our operations and supply chains:

Risk Assessment: We conduct regular risk assessments to identify parts of our business and supply chains where there is a higher risk of modern slavery.

Supplier Audits: We perform regular audits of our suppliers to ensure compliance with our standards and policies related to modern slavery. These audits are done via questionnaire.

Training and Awareness

We recognize the importance of raising awareness and educating our employees and suppliers about modern slavery. To this end, we provide:

Employee Training: Regular training sessions for employees to help them identify and report potential signs of modern slavery.

Monitoring and Reporting

To ensure the effectiveness of our actions to combat modern slavery, we monitor and report on our progress through the following measures:

Regular Reviews: We review and update our policies and procedures regularly to ensure they remain effective and aligned with best practices.

Performance Metrics: We track key performance indicators related to modern slavery, such as the number of supplier audits conducted, and the number of modern slavery cases identified and resolved.

Commitment to Continuous Improvement

We are committed to continuously improving our approach to addressing modern slavery. This includes:

Feedback Mechanism: We welcome feedback from employees, suppliers, and other stakeholders on our efforts to combat modern slavery and use this feedback to improve our policies and practices.

Approval and Signature

This Modern Slavery Statement has been approved by the Board of Directors of Thuasne UK and is signed by:



Ben Austen
Managing Director
Thuasne UK Ltd
1st July 2024

Conclusion

At Thuasne, we are committed to playing our part in the global effort to eradicate modern slavery. We will continue to take proactive steps to ensure that our business operations and supply chains are free from modern slavery and that we uphold the highest ethical standards in everything we do.

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