

## Eakin Investments Limited – Group Statement of compliance with The Modern Slavery Act 2015

### INTRODUCTION FROM THE BOARD OF DIRECTORS

Eakin Group (consisting of Eakin Investments Limited and its Subsidiary Companies) is committed to ensuring that exploitation with regards to any form of Slavery or Human Trafficking is eliminated from society and although we have adopted responsible and ethical practices throughout our business units we have also made a conscious commitment to ensuring that all aspects of our business including the wider supply chains are investigated fully to address previously unidentified concerns with respect to the requirements of The Modern Slavery Act 2015.

### ORGANISATION'S STRUCTURE

The Eakin Group consists of several wholly owned subsidiaries engaged in the manufacturing and distribution of ostomy and wound care appliances and surgical instruments. Eakin Investments Limited is the ultimate parent company of TG Eakin Limited, Pelican Healthcare Limited, Eakin R&D Limited, Pelican Feminine Healthcare Limited, Single Use Surgical Limited and its subsidiary Single Use Surgical Inc, Eakin Japan KK and Respond Healthcare Limited and this Corporate statement of compliance is valid and effective for all wholly owned subsidiaries of the parent company.

The Eakin Group operates inside and outside of the United Kingdom. The members of the Eakin Group have a combined annual turnover in excess of £36m.

### OUR BUSINESS

Our business is organised into three principal business areas: Ostomy and Wound Care manufacturing, Surgical Instruments manufacturing, and distribution of Ostomy and Ancillary Care Products.

### OUR SUPPLY CHAINS

Our supply chains include the sourcing of raw materials, subcontracted manufacturing activities and distribution networks related to the manufacture of medical appliances and surgical instruments.

### OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

The Eakin Group is committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business. Our Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our businesses or in our supply chains.

#### **Pelican Feminine Healthcare Limited**

Greypoint, Cardiff Business Park, Cardiff CF14 5WF  
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contactus@pelicanfh.co.uk  
www.pelicanfh.co.uk

Incorporated England No. 3939863 VAT No. GB806634432

## STEPS TAKEN TO MANAGE RISKS ON SLAVERY AND HUMAN TRAFFICKING

The steps that have been taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains, or in any part of the Group's business include:

1. We have undertaken a full risk assessment of our business units and supply chains to identify any potential areas of non-compliance or exposure.
2. We have employed a Regulatory Manager to verify that adequate controls are in place and enforced.
3. We have ensured that all Group companies operate strict recruitment, selection and employment policies with fair, ethical and non-discriminatory employee practices regulated by our Human Resources departments.
4. We have verified that all Group employees are eligible to work within their region of employment and that they are paid standardised wage rates and our appropriate benefits package with full access to grievance procedures. The Eakin Group does not operate any zero hour contracts.
5. We have made clear our expectations of business behaviour, with regards to national or international supply chains, and we have indicated that we expect our suppliers to have suitable anti-slavery and human trafficking policies and processes.
6. We have commenced the process of obtaining confirmation of compliance to the requirements of The Modern Slavery Act 2015 from all suppliers, contractors and subcontractors including confirmations that they can find no evidence of concerns within their business or supply chains.

## SUPPLIER ADHERENCE TO OUR VALUES

The Eakin Group does not tolerate slavery and human trafficking. We expect all parties in our supply chain to comply with our values. We have also commenced the process of actively seeking confirmation from our supply chain third parties (UK and overseas) that they comply with local labour laws and regulations.

We are in the process of reviewing and revising our terms and conditions of supply within the supply chains with the planned adoption of these revised contracts with all existing business partners and new suppliers over the next financial year.

We have completed some supplier audits covering the ethical considerations of procurement strategy for the Group and we have included detailed compliance questions on the onsite supplier audit checklists which will assist us, over the coming year, to independently verify compliance within the supply chains.

## TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we have embarked on a training programme for our staff.

The Board of Directors understand their responsibilities and every Group employee will receive instructions and guidance over the next year to fully understand their responsibility to be alert to the risks in our business and in the wider supply chains. Staff will be instructed that they are expected to report concerns with management being tasked with the expectation of the Board of Directors that they are expected to act upon any concerns.

We will be putting in place appropriate reporting frameworks to encourage the reporting of concerns and to ensure the protection of whistle blowers.

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## ENDORSEMENT

This Statement is made in compliance with to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the current financial year ending 31<sup>st</sup> March 2016. The Statement was approved by the Board of Directors on 27<sup>th</sup> April 2016.

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