

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Nissha Medical Technologies (referred to in this statement as ‘the Organisation’). The information included in the statement refers to the financial year 2023/2024.

B) ORGANISATIONAL STRUCTURE

Nissha Medical Technologies is a global corporation with manufacturing operations and sales offices in the USA, Canada, Europe and the UK. We maximize our capabilities driven by our technology, passion, and leadership, and with the energy infused in us by our stakeholders, together create value for the future. Through endorsing the UK’s Modern Slavery Act 2015 we create a better future for everyone. The organisation is controlled by a Board of Directors.

C) DEFINITIONS

The Organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation.

E) SUPPLY CHAINS

In order to fulfil its activities, the Organisation's main supply chains include those related to the supply of goods from various suppliers in both the United Kingdom, the United States and Europe.

F) POTENTIAL EXPOSURE

The RBA code of conduct is abided across the organisation. As a company, we prohibit any exposure and ensure we minimise any risk of slavery or human trafficking. Whilst the Organisation tries to minimise risk, we understand that slavery and human trafficking exists.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

G) IMPACT OF COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for the Organisation, as it did for others across the nation.

The Organisation welcomes the UK Government's decision, as confirmed in April 2020, to allow for a delay of up to 6 months in the publication of modern slavery statements without the risk of facing penalty.

Despite the permitted, delay, the Organisation remains in a position to publish its statement for the financial year 2019/2020 in line with the original publishing requirements.

During the pandemic, the Group's employees still had access to the grievance procedure to raise any concerns that they may have had.

The Organisation's modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

H) STEPS

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- measures in place to identify and assess the potential risks in its supply chains;
- undertaking impact assessments of its services upon potential instances of slavery;
- creating action plans to address risk to modern slavery;
- any actions taken to embed a zero tolerance policy towards modern slavery

I) KEY PERFORMANCE INDICATORS

The Organisation has set key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains. We will continually assess the effectiveness of our actions in identifying and managing modern slavery risks by: tracking our actions and outcomes, partnering with suppliers and other external partners, and undertaking regular internal governance and external assurance processes. Based on the results of these processes we will adapt and strengthen our actions to continually improve our response to modern slavery

J) POLICIES

The Organisation has the following policies which further define its stance on modern slavery: a modern slavery policy; a corporate social responsibility policy; supplier code of conduct.

K) TRAINING

The Organisation provides the following training to staff to effectively implement its stance on modern slavery; induction training and training on modern slavery policies.

L) SLAVERY COMPLIANCE OFFICER

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed



Director of Operations -UK

Date 16/10/2024