

ANTI-SLAVERY POLICY STATEMENT

Document owner: Ryan Rodrigues, Director

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Approval: Ryan Rodrigues, Director

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1. Our commitment

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, including slavery, servitude, forced and compulsory labour, and human trafficking — all of which deprive a person of their freedom in order to exploit them for personal or commercial gain.

Anaiah Healthcare has a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships, and to preventing slavery, servitude, forced or compulsory labour, and human trafficking within our operations and supply chains.

As a small company, we apply risk-based measures to identify, prevent and address modern slavery risks, strengthening our approach as our business and supply chain requirements evolve.

2. Scope and Responsibilities

This policy applies to all Anaiah Healthcare employees, including permanent, fixed-term, and agency workers, as well as contractors, consultants, and contract workers. It also sets expectations for our suppliers, distributors, agents and other business partners.

All employees and individuals working under our control are responsible for understanding and complying with this policy, reporting concerns promptly and avoiding any activity that could contribute to modern slavery.

Overall responsibility for this policy rests with Ryan Rodrigues, Director.

3. Employment practices

Anaiah Healthcare is committed to fair and lawful employment practices. We pay workers lawfully and on time, comply with applicable working-time and rest requirements, and carry out lawful pre-employment and right-to-work checks while respecting individual rights and dignity.

We do not charge workers recruitment fees, require deposits or retain identity documents as a condition of employment, create debt bondage, or unlawfully restrict workers' freedom to leave employment after reasonable notice.

4. Supply chain Due Diligence

We expect our suppliers, distributors, and other business partners to uphold standards consistent with this policy and to apply equivalent expectations throughout their own supply chains.

Our approach is proportionate to our size and includes:

- **Supplier identification and risk assessment:** Maintaining records of key suppliers and considering factors such as geographical location, manufacturing arrangements and the use of labour agencies.
- **Supplier onboarding:** Asking relevant questions about labour practices and, where they have one, request human rights or anti-slavery policy or statements.
- **Contractual requirements:** Including appropriate anti-slavery and labour-standards in supplier agreements, including prompt notification of any suspected or actual breaches;
- **Ongoing engagement:** Maintaining contact with key suppliers and remaining alert to warning signs, such as unexplained low pricing or sudden changes in labour arrangements.
- **Addressing concerns:** Assessing concerns promptly, prioritising worker safety and, where appropriate, working with suppliers on corrective actions and monitoring progress. We may suspend or end the relationship where serious concerns cannot be adequately addressed, considering the potential consequences on the affected workers.

6. Reporting Concerns and Protection from Retaliation

Employees, contractors, supplier workers and other affected individuals are encouraged to report any suspected modern slavery or human trafficking connected with Anaiah Healthcare or its supply chains. Concerns should be reported to Ryan Rodrigues [Director, ryanr@anaiahhealthcare.com, +44 (0) 1843448538]. Where the concern involves this contact, reports may be made to Vaman Parab [Manager, vamanp@anaiahhealthcare.com]. Concerns about retaliation may be raised through the same channels.

Anaiah Healthcare will assess concerns promptly and impartially, maintain confidentiality as far as reasonably practicable, prioritise the safety of affected people, and seek appropriate specialist advice or refer concerns to the relevant authorities where appropriate. Where we have caused or contributed to harm, we will provide for or cooperate in appropriate remediation.

We will not tolerate retaliation or detrimental treatment against anyone who raises a genuine concern in good faith. This includes dismissal, disciplinary action, threats or other unfavourable treatment. Concerns about retaliation should be reported through the channels above. Employees may also use the company's Grievance Procedure, as set out in the current employee handbook.

6. Communication and Training

This policy is communicated to new employees and contract workers during onboarding. Periodic refresher communications reinforce awareness of modern slavery risks and reporting routes. We review issues raised and relevant supplier concerns to improve our approach.

7. Compliance, Transparency, and Review

We are committed to transparency and compliance with applicable legislation, including relevant reporting requirements under section 54 of the Modern Slavery Act 2015 where applicable. We will provide accurate information about our approach where requested. This policy is reviewed at least annually and updated as necessary to reflect changes in legislation, our business, our supply chains, and recognised good practice.

We are committed to respecting the dignity, rights and freedom of every individual and to continually improving our efforts to prevent modern slavery and human trafficking.

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