MODERN SLAVERY ACT STATEMENT

Introduction

It continues to be a priority for Flexicare to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain.

Our structure

We are a global manufacturer and supplier of medical devices in the healthcare sector. Flexicare (Group) Limited is the ultimate parent company of 16 trading and non-trading subsidiaries in a number of countries.

The following companies are direct trading subsidiaries of Flexicare (Group) Limited (UK): Flexicare Australia PTY Ltd (Australia), Flexicare B.V. (Netherlands), Flexicare Incorporated (USA), Flexicare Korea Co. Ltd (Republic of Korea), Flexicare Medical (India) Pvt Ltd (India), Flexicare Medical Limited (UK), Flexicare Medical Mexico S.A. de C.V. (Mexico), Flexicare Japan KK (Japan) and Flexicare Ventures Limited (UK). Flexicare GmbH (Germany) and Flexicare S.r.l (Italy) are direct trading subsidiaries of Flexicare B.V.

Clement Clarke International Limited (UK); Flexicare EU Ops Limited (UK); Flexicare Deutschland GmbH (Germany) and Flexicare Medical (Switzerland) GmbH (Switzerland) and Prisma Flexicare SDN BHD (Malaysia) are either direct dormant or service provider subsidiaries of Flexicare (Group) Limited.

Our global head office is in the United Kingdom and is responsible for the management and oversight of our supply chain network.

Our business

We supply medical devices that fall within our three product divisions: Respiratory, Airway Management and Urology. These medical devices are distributed globally.

Our supply chains

Our supply chains include sourcing manufactured products from companies based in China and Sri Lanka. We also manufacture a limited number of products in the United Kingdom.

Our policies

We have policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update our policies.

Our Anti-slavery 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 supply chains or in any part of our business.

Our website provides a whistleblowing mechanism enabling third parties to raise a concern regarding any of our suppliers or contractors. Additionally, our Employee Company Handbook also includes a comprehensive section on public interest disclosure/whistleblowing by our employees.

Where appropriate, our policies are incorporated by reference into key legal agreements between us and, for example, global third party distributors of our products.

Our due diligence

As part of our initiative to identify and mitigate risk, as a global business we use the **Global Slavery Index** to monitor the risks associated with the countries in which we and our suppliers operate in. The Global Slavery Index places many of our business locations in countries with a low-risk of prevalence (prevalence is based on the estimated proportion of population living in modern slavery per 1,000 people). However, we do have sales locations in India and supplier locations in China and Sri Lanka, which have higher prevalence, increased vulnerability (which is based on a score out of 100 where a higher score reflects greater vulnerability) together with lower government action against modern slavery (which is presented as a percentage with a higher percentage reflecting more action being taken). We conduct due diligence on new customers/distributors using the Orbis platform (powered by Bureau Van Dijk / Moody's Analytics Inc).

Our effectiveness

We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. It is our intention to put in place appropriate key performance indicators during FY 2027. To lead this, we have introduced a compliance team consisting of our legal, human resources, ESG and quality departments with support from the board of directors.

Our 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 provide regular training to our staff.

Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 30 November 2026.

Marc Davies
Chief Operating Officer

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