

## Modern slavery policy & statement

JUNE Medical recognises that it has a responsibility to take a robust approach to slavery and human trafficking. JUNE Medical is committed to preventing slavery and human trafficking in its corporate activities, and ensuring that those in its supply chains, and contractors, are free from slavery and human trafficking and comply with our values.

### Organisational structure and supply chains

This policy covers the activities of JUNE Medical Ltd, JUNE Medical USA inc. and JUNE Medical Sverige AB.

JUNE Medical Ltd, 9 York Way, High Wycombe, Bucks, HP123PY, United Kingdom  
JUNE Medical USA INC, 257 Old Churchmans Road, New Castle, DE 19720, USA  
JUNE Medical SVERIGE AB Alsbergsvagen 10, 51156 Kinna, Sweden

JUNE Medical is a medical device distribution company offering products to end users and distribution partners across the globe.

JUNE Medical's supply chain comprises of medical device manufacturers and suppliers as expected in the running of offices; including facilities services, recruitment agencies and equipment providers.

### Risk Assessment Process

On an annual basis, JUNE Medical evaluates the business risks, comprising country risks, sector risks, transaction risks and business partnerships, to determine whether particular activities or countries are high risk in relation to slavery or human trafficking. Any risks identified from the above process will be prioritised and dealt with in accordance with the due diligence section below.

### High-risk activities

JUNE Medical does not believe it has any activities or is involved with any countries which are high risk in relation to slavery or human trafficking.

### Responsibility

Responsibility for JUNE Medical's anti-slavery initiatives is as follows:

- Overall: CEO
- Policies: CEO & Managing Director
- Risk assessment, Due diligence, and Training: JUNE Team

### Relevant policies

JUNE Medical operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- Whistleblowing policy
- Employee code of conduct
- Environmental Policy
- Quality Policy
- Corporate Social responsibility
- Group Purpose statement

### Due diligence

JUNE Medical has committed to undertaking due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. JUNE Medical's due diligence and reviews will include:

- Broadly considering suppliers/distributors to assess particular product or geographical risks of modern slavery and human trafficking.
- When engaging a new frequent supplier or distributor as part of contract negotiations, enquire if they are a business that is required to have a Modern Slavery and Human Trafficking Statement, and what policies they have in place.
- Evaluating the modern slavery and human trafficking risks of each new supplier or distributor.
- Where we identify high risk areas, explore those suppliers in greater detail.
- Where a potential frequent supplier or distribution partner is unwilling to provide statements, or complete a questionnaire on the matter, we will consider if we commence that business relationship.
- Invoking sanctions against suppliers or distribution partner that fail to improve their performance in line with an action plan, including the termination of the business relationship.
- Ensuring contractual controls are in place with suppliers and distribution partners in relation to complying with Modern Slavery legislation.

#### Performance indicators

To help identify a defined set of minimum labour standards, JUNE Medical has referred to the SA8000:2014 standard and will assess the effectiveness of our approach to modern slavery by reviewing the following areas:

- Child Labour
- Forced or Compulsory Labour
- Health and Safety
- Freedom of Association and Right to Collective Bargaining
- Discrimination
- Disciplinary Practices
- Working Hours
- Remuneration

#### Statement

Under Section 54 of the UK Modern Slavery Act (2015) JUNE Medical is not required to produce an annual Slavery and Human Trafficking statement.

This does not alter the fact that JUNE Medical is committed to conducting its business activities ethically and responsibly. We acknowledge the global challenge of modern slavery and human trafficking and recognize our responsibility to take steps to prevent and mitigate these issues within our operations and supply chains.

Signed  
Angela Spang



CEO  
JUNE Medical