

**Dekomed Limited**  
**Modern Slavery and Human Trafficking Statement**  
**29th July 2024**

**Introduction:**

This statement sets out the steps we are taking to prevent modern slavery across our business and supply chains. This is a requirement under section 54 (Transparency in Supply Chains) of the Modern Slavery Act 2015 (“the Act”) and constitutes Dekomed Limited’s response to the requirements of the Act in relation to actions and activities for the financial year ending 31<sup>st</sup> March 2024.

Modern slavery is a crime and a violation of fundamental human rights. It is an umbrella term that covers human trafficking, slavery, servitude, debt bondage and forced labour, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

Dekomed Limited recognises its responsibility to tackling modern slavery and is committed to ensuring that there is no modern slavery or human trafficking in our own business, and that as far as reasonably possible, in our supply chains, our clients and in any other part of our business.

**Organisational Structure and Supply Chains:**

Dekomed Limited are one of the UK’s leading suppliers of Automatic Washing and Thermal Disinfection Machines for hospital, dental, veterinary and laboratory use. We are the UK’s sole distributor of Deko Washer Disinfector Machines, manufactured by Deko MedTech Oy, in Finland. The business has been in operation since 1991 and we currently have 9 members of staff.

Our Washer Disinfector Machines and associated spare parts are purchased from Deko MedTech Oy, in Finland. Other goods and services are procured from suppliers in the UK ranging from SMEs to large national companies.

We will continue to strengthen our approach to managing the risk of Modern Slavery within our business and supply chain and we will act and address immediately any concerns that are identified. Throughout our procurement process we will continue to monitor our suppliers and also raise awareness on Modern Slavery and human rights.

### **Our Employees:**

We endeavour to carry out appropriate checks to ensure any new applicant is suitable for the role that they have applied for. All our staff undergo identity and Right to Work checks prior to commencing employment. We also carry out reference checking and where applicable DBS checks.

### **Risk Assessment and Risk Management:**

As part of our compliance processes, we assess our supply chain for potential areas of increased risk of non-compliance to the Modern Slavery Act 2015. Where areas are identified, we carry out an audit, which will include a focus on compliance with employment as well as other regulatory and sustainability criteria. The defined criteria for assessing potential areas of risk within our supply chain are:

- Companies that operate using temporary low skilled labour;
- Operations outside of the UK / EU regulatory frameworks;

### **Responsibility for the Dekomed Limited's Anti-Slavery Initiatives:**

Dekomed Limited regularly reviews its policies and procedures to ensure adherence to its commitment to act ethically and with integrity to minimize the risk of slavery and human trafficking taking place.

The Service Manager is responsible for risk assessments in respect of human rights and modern slavery, they are responsible for identifying, monitoring and mitigating areas of potential risk. They are also responsible for due diligence in relation to known or suspected instances of modern slavery.

### **Training:**

To ensure a good understanding of the risks of modern slavery and human trafficking in our business, Dekomed Limited requires all new members of staff to read and adhere to the policies set out in the Employee Handbook (Version 5, next due for review 07/10/2024). During ongoing face to face six-monthly training, staff continue to receive training on recognising and reporting signs of modern slavery and human trafficking.

### **Policies:**

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This statement affirms our intention to act ethically in our business relationships.

Within the Employee Handbook (Version 5), there is a Whistleblowing Policy, which encourages staff to identify and report any concerns related to direct company activities or its supply chain, to prevent slavery and human trafficking in our operations. Alternatively, employees can externally contact the modern slavery helpline on **0800 0121 700** or online: <https://www.modernslaveryhelpline.org>

Our Employee Handbook includes the General Rules & Requirements which sets down the actions and level of behaviour expected by employees when representing Dekomed Limited.

## **Due Diligence Processes for Slavery and Human Trafficking**

The Company undertakes due diligence checks when considering taking on new suppliers, and regularly reviews its existing suppliers. Dekomed Limited will take appropriate action to address any identified risks, either in our operations and / or supply chains. We will also work with our suppliers and partners to improve their practices. The majority of our suppliers are long standing relationships, and our suppliers are aware of our expectations as business partners.

Dekomed Limited's holds ISO 9001:2015 Quality Management Systems (QMS) in achieving this we ensure our policy management is consistent and comprehensive.

## **Key Performance Indicators**

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business:

In-house staff training on modern slavery (completed by both new starters and then following every six months)

We will also know how effective our policy is in ensuring slavery and/or human trafficking is not taking place within our business or supply chain if:

We don't receive any customer complaints in terms of the use of modern slavery / human trafficking and;

No police or government agencies have contacted our office with regards to modern slavery.

## Finally

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary, to ensure it remains effective. This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Signature:



Name:

Damien Bowden

Position:

Managing Director

Date:

29/07/2024