

Modern Slavery and Human Trafficking Statement

OscarTech UK Ltd

Financial Year Ending: 28/02/2025

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 and is issued on behalf of OscarTech UK Ltd. It outlines the actions taken to understand potential modern slavery risks related to our business and to put in place steps aimed at ensuring slavery and human trafficking does not occur within our organisation or supply chains.

1. Organisation's Structure, Business, and Supply Chains

OscarTech UK Ltd is a UK-based medical supplies distributor, specialising in surgical instruments, diagnostics, and consumables for healthcare organisations, including the NHS, private clinics, and pharmacies. Our supply chains include manufacturers, logistics companies, and service providers across the UK, Europe, and globally, with sourcing hubs in China, Germany, and Pakistan.

2. Policies in Relation to Slavery and Human Trafficking

OscarTech UK operates with a zero-tolerance approach to slavery and human trafficking. Our internal policies are designed to ensure ethical and lawful conduct across the business:

- Anti-Slavery and Human Trafficking Policy
- Supplier Code of Conduct
- Whistleblowing Policy
- Employee Code of Ethics

All staff and suppliers are expected to comply with these policies.

3. Due Diligence Processes

We conduct rigorous due diligence before engaging with any new supplier:

- Verification of business credentials and international certifications (ISO, CE, etc.)
 - Requirement for suppliers to confirm compliance with the Modern Slavery Act
 - Ongoing monitoring through supplier reviews and procurement audits
 - Use of ethical sourcing checklists and contract clauses prohibiting forced labour
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4. Risk Areas and Management

We acknowledge that global manufacturing and logistics, especially in high-risk regions, may be vulnerable to modern slavery. Our steps to manage and reduce these risks include:

- Identifying and mapping high-risk suppliers based on geography and product type
 - Conducting targeted assessments and requesting corrective action where needed
 - Preferring long-term supplier relationships to build transparency and trust
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5. Effectiveness and Performance Indicators

To monitor our effectiveness, we assess:

- The percentage of suppliers that have signed our Supplier Code of Conduct
- Number of due diligence reviews completed annually
- Employee training participation rates
- Incidents reported or flagged through our whistleblowing procedures (currently zero)

These indicators help us ensure modern slavery risks are identified and addressed.

6. Staff Training and Capacity Building

We are committed to raising awareness internally:

- Procurement and compliance staff receive regular training on ethical sourcing and modern slavery risks.
 - New employees are briefed on our policies and reporting mechanisms.
 - We plan to roll out e-learning modules for all staff in the upcoming financial year.
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7. Commitment and Future Steps

OscarTech UK will continue to review and strengthen its anti-slavery approach by:

- Expanding supplier assessments beyond Tier 1 vendors
- Requiring annual modern slavery declarations from all active suppliers
- Including modern slavery checks in our internal audit scope

9. Board Approval

This statement has been approved by the Board of Directors of OscarTech UK Ltd and will be reviewed annually.

Signed: 

Adnan Shabbir

Director, OscarTech UK Ltd

Date: 01/04/2025