

Modern Slavery and Human Trafficking Statement 2025/2026

Introduction from the Board

It continues to be a priority for Inspiration Healthcare Group plc 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. This statement highlights the key activities we have undertaken during this financial year to combat modern slavery in our organisation and supply chain.

Organisation's structure

We are a manufacturer of medical technology solutions for use in acute care settings and infusion therapies. Our products are sourced and sold worldwide.

We are the parent company of the Inspiration Healthcare Group of Companies (Group). The Group has over 200 employees, mostly based in the United Kingdom.

The Group has a global annual turnover of £38m.

Our business

Our business is based in the United Kingdom at one main site in Croydon, London.

Our supply chains

We have clear recruitment processes and we ensure that anyone who works for us is legally entitled to work in the UK.

We aim to source our products from suppliers who are well known to us and known not to be involved in modern slavery or other illegal activities. In the event that we find out that any of our suppliers are involved in such activities, we will work closely with them to remedy the situation. If the malpractice continues despite our efforts to encourage such activities, we will take steps to terminate all arrangements with them, and find alternative suppliers.

We take all reasonable steps to ensure that none of our activities present a high risk of slavery or human trafficking.

Our policies on slavery and human trafficking

We have appropriate 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 all our policies all of which are audited as part of our ISO 13485 Quality Management Systems certification.

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. We also have the following policies in place relevant to modern slavery, which we continuously review and update:

- Ethic Business Statement
- Supplier Code of Conduct
- Recruitment Policy
- Standards of Conduct Policy

- Whistleblowing Policy

Due diligence processes for slavery and human trafficking

We understand and commit to undertaking thorough due diligence with respect to all new suppliers and regularly review our existing relationships.

We also have in place systems to:

- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains
- Protect whistle blowers

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking and expect all our suppliers to adhere to our Supplier code of Conduct, which prohibits the use of forced labour and any form of human trafficking. To ensure those in our supply chain comply with our values, suppliers are required to certify compliance with our Supplier Code of Conduct as a condition of doing business with us.

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 all staff. There is an additional and more detailed module of training for those involved in supply chain management and our international business.

Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- ensuring and monitoring how all employees to have completed their Modern Slavery training as assigned to them;
- review of our system for supply chain verification, whereby we evaluate potential suppliers before they enter the supply chain.
- review our existing supply chain in accordance with our business management system.

We have appointed an independent third party, Kroll, to conduct an externally facilitated review to bring insights on ways we can tackle slavery and human trafficking.

The Group is committed to continuously improving its efforts to prevent modern slavery and human trafficking.

We commit to:

- Regularly review and revise our policies and procedures to ensure they remain effective and aligned with best practices and legal requirements.
- Transparently communicate our efforts in addressing modern slavery and human trafficking through the publication of our Human Trafficking policy and annual Modern Slavery Statement.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 January 2026. It was approved by the board on 20 March 2025.

For and on behalf of Inspiration Healthcare Group Plc and its subsidiaries*



Raffi Stepanian
Chief Executive Officer

Date: 20 March 2025

* subsidiary companies of Inspiration Healthcare Group Plc meeting the criteria to require the preparation of an annual slavery and human trafficking statement, in accordance with section 54(1) of the Modern Slavery Act 2015, that are included within the scope of this Inspiration Healthcare Group Plc statement:

Inspiration Healthcare Limited

S.L.E. Limited