

## **Modern Slavery and Human Trafficking Statement 2026/2027**

### **Introduction from the Board**

Inspiration Healthcare Group Plc continues its commitment to trading ethically, sourcing responsibly and working to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. We are strongly committed to upholding and respecting human rights in all aspects of our operations.

### **Organisation's structure**

We design, manufacture and market medical technology solutions for use in acute care settings and infusion therapies. Our purpose is to pioneer technologies which improve the outcomes of patients, starting with their very first breaths of life. Our products are sourced and sold in more than 75 countries around the world.

We are the parent company of the Inspiration Healthcare Group of Companies (Group). The Group has more than 200 employees, mostly based in the United Kingdom where our manufacturing facility is located.

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

### **Our business**

Our business is based in the United Kingdom at one main site in Croydon, London. Our core values define the principles of how we do business. These are:

- Outcome changing.
- Research driven.
- Pioneering.
- Patient focussed.

### **Our supply chains**

We have clear recruitment processes, and we ensure that anyone who works for us is entitled to do so.

We source our products from well-established suppliers, many of whom we have worked with for many years and are well known to us. They are known not to be involved in modern slavery or other illegal activities or unethical practices. Our products are, in many cases lifesaving and as such the responsible and careful selection of suppliers is at the heart of all we do. We commit to working closely with suppliers to remedy any failures. 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.

We verify all of our suppliers and ensure that they are aware of our policies to ensure they are compliant and meet our own high standards. These policies include commitments around compliance with modern slavery and human trafficking.

We do not consider that we operate in high-risk sectors or locations.

### **Our policies on slavery and human trafficking**

We have policies in place which 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 business policies, all of which are audited as part of our ISO 13485 Quality Management Systems certification.

Our Living Wage Policy highlights our commitment to acting ethically to our employees. Our Whistleblowing Policy is an important tool in ensuring our employees can raise any suspected wrongdoing or breach. We stand behind those who use this policy.

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:

- Ethical Business Statement.
- Recruitment Policy.
- Equal Opportunities and Dignity at Work Policy.
- Standards of Conduct Policy.

### **Due diligence processes for slavery and human trafficking**

Our procurement team is experienced and regularly audits critical suppliers as part of our quality management processes. We undertake thorough due diligence with respect to any new suppliers. We ensure we have close relationships with our suppliers to aid compliance and the maintenance of high standards.

We 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 likewise. We are conscious we purchase services as well as products and take a risk-based approach to due diligence against service provision. We are conscious that certain service sectors present higher risks than others, which include construction employees, security and cleaning services as well as in logistics and transportation. We ensure appropriate due diligence and compliance is undertaken in the onboarding process.

## Training

We provide regular training to our all staff matters affected by Modern Slavery and Human Trafficking to ensure they can recognise the risks when they visit our supply partners. Further training is provided 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 remain committed to continuously improving our efforts to prevent modern slavery and human trafficking in our operations.

We:

- Regularly review and revise where necessary our policies and procedures to ensure they remain effective, relevant and aligned with best practice 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 2027. It was approved by the Board on 28 January 2026.

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



Raffi Stepanian  
Chief Executive Officer  
Date: 1 February 2026

\* 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