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Modern Slavery Policy	4

Pillans Group Ltd recognises that slavery and human trafficking remains a hidden blight on our global society. The aim of the Company is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them.

We are committed to ensuring that there is no modern-day slavery or human trafficking in our supply chains or in any part of our business. This policy statement 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 the Company. This Policy considers, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO13485:2016. The implementation and operation of this management system underlines our commitment to this policy statement.

Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the senior management team to ensure its continuing suitability and relevance to the company activities.

The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways (but not limited to):

- Stringent vetting and investigation of our suppliers (contractors, sub-contractors, policies, contracts etc.).
- Continually audit & review our practices for checking all employees are paid at least the minimum living wage and have the right to work.
- We encourage the reporting of concerns and the protection of whistle blowers.

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- The company will not knowingly support or deal with any business involved in slavery or human trafficking.
- We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values. To ensure a high level of understanding of the risks of modern slavery and human trafficking in our company, we provide training to relevant members of staff. All Senior Managers have been briefed on the subject.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement. We are not legally required to publish this statement as we do not meet the legal thresholds stipulated within the act; we believe that as an employer it is important that we commit to these actions even where we are not legally obliged to in order to support a better and fairer society for all.

For transparency, the company will publish the Modern-Day Slavery & Trafficking Act 2015 Policy Statement on the website for the public, consumers, employees, or supplier to view.

This policy applies to all those employed by Pillans Group Ltd