

## MODERN SLAVERY AND HUMAN TRAFFICKING

### STATEMENT OF COMPANY ANTI-SLAVERY ACTION

M&M Medical recognises the forms of Modern slavery; that it is morally and legally a crime and a violation of fundamental human rights.

Senior Management at M&M Medical have identified that the source of valuable information on how to identify potential situations of Modern Slavery can be gained from the Gangmasters and Labour Abuse Authority (GLAA) and the actions that should be taken if we suspect that there are any concerns relating to the working relationships that exist between our workers or those we encounter in our normal daily work.

We are a small business that operates in a niche market, with groups of installation professionals that are specialist in the work that they carry out and therefore have been with us for substantial periods of time. We never use agency workers because of the specialised nature of our work.

Our suppliers are also well-known to us and because of the niche market situation, have been regular suppliers of the same products for many years.

That said, we have recently opened discussions with our suppliers about their supply chains and are in the process of compiling more detailed supply chain information.

From information provided by the GLAA, we are aware that workers who are Polish, Romanian, Nigerian or Philippian nationals have been identified as groups that have been lured to the UK by those who would exploit or abuse them and we are on particular alert where we encounter gangs on-site with these nationalities present.

We have commenced a programme of employee awareness so that issues may be raised with the senior site management and subsequently to the GLAA for professional investigation and subsequent safeguarding and worker support.

Whilst our awareness of modern slavery is relatively new and our policies relatively immature, we have and will continue to take actions that are intended to help the more vulnerable workers and assist in any way we can to reduce modern slavery.

Signed on behalf of M&M Medical Ltd



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**Mike Tiffin**  
Managing Director  
(July 2025)

## **MODERN SLAVERY AND HUMAN TRAFFICKING**

### **EXPECTATION ON INVOLVEMENT AND COMPLIANCE**

All employees must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your Manager or a Director as soon as possible if you have concerns or believe/suspect that a conflict with this policy has occurred, or may occur in the future.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern.

If you believe that you have suffered any such treatment, you should inform your line manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Procedure.

### **BREACHES OF THIS INTENTION**

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.