

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 March 2023.

Medicare Colgate Ltd ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational structure

Medicare Colgate Ltd and has business operations in the United Kingdom, as well as:

- USA
- EU
- India
- Malaysia
- UAE
- China
- Canada
- Mexico
- Australia
- New Zealand
- Japan
- Russia
- Israel
- Thailand
- Phillipine's
- Vietnam
- Laos
- Bangladesh
- Kuwait,
- Africa, Uruguay, Chile, Bolivia, Guatemala, Costa Rica.

We operate in the Medical sector. The nature of our supply chains is as follows: We work with a select number of suppliers, who provide us with goods, such as equipment and consumables for hospitals and milk banks.

For more information about the Company, please visit our website: www.Sterifeed.com.

Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

- Supplier code of conduct - We send out questionnaires.
- Whistleblowing policy - by monitoring and encouraging individuals to speak up in confidence.
- Safeguarding policy - This helps to prevent by enforcing under age working, Anti Bullying, Human Rights

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Supplier Questionnaire's

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers.

Risk and compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.

We do not consider that we operate in a high-risk environment because the majority of our supply chain is based in the UK and EU.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will train our staff about modern slavery issues and increase awareness within the Company.
- Email Suppliers with our supplier questionnaire which outlines our requirements of supply.

Training our staff

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company's training covers:

- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues to the relevant parties within the Company.
- What external help is available.

Next steps

In the next financial year, we intend to take the following steps to tackle slavery and human trafficking by:

- All email signatures to include the helpline telephone number and promotion of anti slavery and human trafficking statement.

The statement was approved by the board of directors.



Etienne Colgate, Director
Medicare Colgate Ltd

Date 14/4/23