

# Modern Slavery Statement

Mons Lucis Limited is committed to responsible and ethical practices across all business units. We affirm our adherence to the Modern Slavery Act 2015.

## Introduction

Mons Lucis Limited is dedicated to eradicating all forms of slavery and human trafficking. Beyond implementing ethical practices within our operations, we are committed to scrutinising our entire supply chain to address any potential issues related to the Modern Slavery Act 2015.

## Our Business

Mons Lucis Limited imports and distributes medical and surgical products. This compliance statement applies to all operations within and outside the United Kingdom.

## Our Supply Chain

Our supply chains involve sourcing, importing, and distributing medical and surgical products. A significant portion of our business involves the supply chain.

## Our Policy on Slavery and Human Trafficking

Mons Lucis Limited is committed to ensuring that there is no slavery or human trafficking in any part of our business or supply chains. Our policy underscores our commitment to ethical behaviour and integrity in all our business relationships, supported by effective systems and controls to prevent such practices.

## Steps Taken to Manage Risks of Slavery and Human Trafficking

During the financial year, the following measures were taken to prevent slavery and human trafficking in our operations and supply chains:

1. Continuous monitoring of our business units and supply chains to identify potential non-compliance or risk areas.
2. Designation of regulatory personnel to ensure adequate controls are in place and enforced.
3. Implementation of strict, fair, and ethical recruitment, selection, and employment practices through our Human Resources department.
4. Verification of employee eligibility to work within their respective regions, provision of standardised wages, benefits, and access to grievance procedures, with no zero-hour contracts.
5. Clear communication of our behavioural expectations to suppliers, including the requirement for anti-slavery and human trafficking policies.
6. Ongoing confirmation of compliance with the Modern Slavery Act 2015 from all suppliers, contractors, and subcontractors, ensuring no evidence of concerns within their operations or supply chains.

## Supplier Adherence to Our Values

Mons Lucis Limited maintains a zero-tolerance policy towards slavery and human trafficking. We expect all supply chain partners to adhere to the values outlined in our Supplier Code of Conduct. We actively seek compliance confirmation from our supply chain partners, both domestically and internationally, ensuring they adhere to local labour laws and regulations. Our process includes reviewing and revising supply terms and conditions, conducting supplier audits with ethical procurement considerations, and requiring new suppliers to confirm adherence to our Code of Conduct.

### **Director's Responsibilities**

The director recognises his responsibilities, ensuring that employees are informed and guided to identify and address risks within our business and supply chains. Staff are instructed to report any concerns, and management is expected to take appropriate action. We have established frameworks to facilitate reporting concerns and protect whistleblowers.

### **Endorsement**

This statement complies with section 54(1) of the Modern Slavery Act 2015 and constitutes Mons Lucis Limited's slavery and human trafficking statement for the financial year ending 31 March 2025. The Board of Directors approved this statement on 18 May 2024.

**Signed on behalf of the Director on 18 May 2024**