



07/08/025

Document Reference: IQ-P-007

iQ Medical Modern Slavery Policy 070825 V3

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to IQ Medical Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2025-26.

B) ORGANISATIONAL STRUCTURE

IQ Medical is a limited company based in Warwickshire, United Kingdom. All core operations – including laundry, workshop, office, and warehouse – are based at the company's Rugby Depot. The organisation is led by a Senior Management Team, under the oversight of a Managing Director.

IQ Medical is a manufacturer and distributor of medical devices and medical equipment throughout the UK, and in addition provides maintenance and repair services as well as Decontamination services for medical equipment.

IQ Medical primarily operates by supplying products and services to the UK NHS as well as Private Healthcare providers.

All labour provided to IQ Medical in pursuance of its operations is carried out exclusively within the United Kingdom, with all activities taking place at the Rugby Depot.

C) DEFINITIONS

IQ Medical considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

IQ Medical acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. IQ Medical understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

IQ Medical does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to IQ Medical in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. IQ Medical strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceeds those minimums in relation to its employees.



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E) SUPPLY CHAINS

In order to fulfil its activities, IQ Medical's main supply chains include those related to manufacturing of medical devices from Supplier's in both the United Kingdom and China. IQ Medical have a zero-tolerance policy towards slavery or human trafficking within any part of our Supply Chain including any further contractual relationships our suppliers have with lower-tier suppliers.

F) POTENTIAL EXPOSURE

In general, IQ Medical considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

G) STEPS

IQ Medical carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

IQ Medical has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, IQ Medical has taken the following steps to ensure that modern slavery is not taking place:

- reviewing the supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- measures in place to identify and assess the potential risks in its supply chains;
- reviewing supplier's Modern Slavery Policies and actions.

H) KEY PERFORMANCE INDICATORS

IQ Medical has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in IQ Medical or its supply chains.

- Provide Modern Slavery training for all employees
- Ensure legislation is monitored for changes
- Ensure working conditions are fair, safe and healthy and there is no discrimination or forced labour
- Ensure that all employees are not, on a regular basis, required to work in excess of 48 hours per week
- Ensuring key suppliers have provided their Modern Slavery Policy
- Monitor suppliers to ensure there is no suspicion of any conflict between their official duty and their private interest

I) POLICIES

IQ Medical has the following policies which further define its stance on modern slavery:

- *Corporate Social Responsibility Policy*
- *Anti-bribery Policy*
- *Whistle-blowing Policy*



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J) TRAINING

iQ Medical provides the following training to staff to effectively implement its stance on modern slavery:

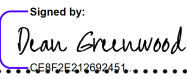
- Induction Training
- Modern Slavery E-learning Course

K) SLAVERY COMPLIANCE OFFICER

iQ Medical’s Deputy General Manager is the Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regards to the iQ Medical obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: 07.08.2025

Signed by: 
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Managing Director

Date: 07.08.2025