

# MODERN SLAVERY STATEMENT

Financial Year 2024/2025

*In accordance with the Modern Slavery Act 2015*

## 1. INTRODUCTION

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes SCRBS's slavery and human trafficking statement for the financial year ending 2024/2025.

At SCRBS, we are committed to preventing slavery and human trafficking in all our business operations and supply chains. We recognise the importance of ethical practices and the responsibility we hold as a medical scrubs and healthcare uniform supplier to ensure that our products are manufactured and delivered under conditions that respect human rights and dignity.

This statement outlines the steps we have taken and continue to take to ensure that modern slavery and human trafficking are not taking place in any part of our business or supply chain.

## 2. ORGANISATION STRUCTURE AND BUSINESS

### 2.1 About SCRBS

SCRBS is a UK-based company founded by Kapil and Matt, two NHS doctors who experienced first-hand the challenges of uncomfortable, ill-fitting, and impractical hospital-issued scrubs. The difficulties were compounded during the COVID-19 pandemic when scrub shortages made an already difficult situation worse.

Our mission is to provide comfortable, high-quality medical scrubs and uniforms for healthcare professionals across the UK, including doctors, nurses, veterinarians, dentists, carers, physiotherapists, and beauty professionals.

### 2.2 Our Business Activities

SCRBS operates through our e-commerce platform ([www.scrbs.co.uk](http://www.scrbs.co.uk)) and provides:

- Premium medical scrubs designed for comfort, durability, and professionalism
- Men's and women's medical uniforms and workwear
- Scrub tops, trousers, joggers, hoodies, and outerwear
- Embroidery services for personalisation
- Corporate and bulk orders for healthcare organisations

## 2.3 Company Information

<b>Trading Name</b>	SCRBS
<b>Legal Entity</b>	WIVI Ltd.
<b>Company Number</b>	13194114
<b>Registered Address</b>	20-22 Wenlock Road, London, England, N1 7GU
<b>Website</b>	<a href="http://www.scrbs.co.uk">www.scrbs.co.uk</a>
<b>Contact Email</b>	<a href="mailto:team@scrbs.co.uk">team@scrbs.co.uk</a>
<b>Industry Sector</b>	Healthcare Apparel & Medical Uniforms

## 2.4 Our Supply Chain

Our supply chain includes the sourcing, manufacturing, and distribution of medical scrubs and healthcare uniforms. We work with suppliers and manufacturers to ensure our products meet high standards of quality, comfort, and professional appearance.

Key components of our supply chain include:

- Fabric and material suppliers
- Manufacturing and production facilities
- Embroidery and customisation services
- Packaging suppliers
- Logistics and distribution partners
- E-commerce platform providers (Shopify)

## 3. OUR COMMITMENT AND POLICIES

### 3.1 Zero Tolerance Approach

SCRBS has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

### 3.2 Ethical Business Practices

We expect the same high standards from all our contractors, suppliers, and other business partners. Our commitment includes:

- Ensuring all workers in our supply chain are treated with dignity and respect
- Guaranteeing fair wages and reasonable working hours
- Providing safe and healthy working conditions
- Prohibiting forced, bonded, or involuntary labour
- Prohibiting child labour
- Respecting workers' rights to freedom of association

### **3.3 Compliance with Legislation**

We comply with all applicable laws and regulations in the UK and in the countries where our suppliers operate, including the Modern Slavery Act 2015, the Employment Rights Act 1996, and international labour standards such as those set by the International Labour Organization (ILO).

## **4. DUE DILIGENCE PROCESSES**

### **4.1 Supplier Selection and Assessment**

As part of our initiative to identify and mitigate risk, we:

- Conduct due diligence on all new suppliers before engaging their services
- Request information on suppliers' policies and practices regarding modern slavery and human trafficking
- Assess the countries and regions where our suppliers operate to identify higher-risk areas
- Prioritise working with suppliers who demonstrate ethical labour practices and transparency
- Request certifications and evidence of compliance with labour standards

### **4.2 Supply Chain Transparency**

We are committed to improving transparency throughout our supply chain. We work with our suppliers to:

- Understand the complete chain of production for our products
- Identify all tiers of suppliers involved in manufacturing
- Map supply chains to identify potential risks
- Encourage open communication about labour practices

### **4.3 Ongoing Monitoring**

We continually monitor our supply chain through:

- Regular reviews of supplier performance and compliance

- Periodic audits and assessments where appropriate
- Requesting updated information on labour practices annually
- Investigating any concerns or allegations that arise

## 5. RISK ASSESSMENT AND MANAGEMENT

### 5.1 Identified Risk Areas

The textile and apparel industry, including medical scrubs manufacturing, has historically been associated with modern slavery risks, particularly in certain regions and manufacturing processes. We recognise the following areas of potential risk:

- Textile manufacturing facilities in countries with weaker labour protections
- Raw material production, including cotton harvesting and fabric processing
- Labour-intensive manufacturing processes
- Use of subcontractors and multi-tier supply chains
- Migrant workers who may be vulnerable to exploitation

### 5.2 Risk Mitigation Measures

To address these risks, we have implemented the following measures:

- Enhanced due diligence for suppliers in higher-risk regions
- Preference for suppliers with third-party certifications (e.g., SA8000, WRAP, Fair Trade)
- Direct relationships with manufacturers where possible to reduce supply chain complexity
- Regular communication and site visits when feasible
- Requiring suppliers to have their own modern slavery policies and due diligence processes

## 6. TRAINING AND AWARENESS

### 6.1 Internal Training

We are committed to building awareness of modern slavery risks among our team. As founders with direct experience in the NHS and healthcare sector, we understand the importance of ethical practices and human dignity. We ensure that:

- Key personnel involved in procurement and supplier management receive training on modern slavery issues
- All team members are aware of the signs of modern slavery and how to report concerns
- Regular updates are provided on modern slavery legislation and best practices

## 6.2 Supplier Engagement

We work with our suppliers to:

- Communicate our expectations regarding modern slavery and human trafficking
- Provide guidance and resources on ethical labour practices
- Encourage continuous improvement in labour standards
- Share information about industry best practices and initiatives

## 7. REPORTING MECHANISMS

### 7.1 Whistleblowing and Reporting Procedures

We are committed to fostering a culture of transparency and accountability. We encourage anyone who has concerns about modern slavery or human trafficking in our business or supply chains to report them.

Reports can be made to:

- Email: [team@scrbs.co.uk](mailto:team@scrbs.co.uk)
- Written correspondence to: WIVI Ltd., 20-22 Wenlock Road, London, England, N1 7GU

All reports will be treated seriously and investigated promptly. We protect whistleblowers and ensure that no one will suffer any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery is taking place.

### 7.2 Investigation and Response

In the event that modern slavery or human trafficking is identified or suspected:

- We will conduct a thorough investigation
- We will work with the supplier to remedy the situation immediately
- If the supplier fails to take corrective action, we will terminate the business relationship
- We will report serious cases to the appropriate authorities
- We will review and strengthen our processes to prevent future occurrences

## 8. MEASURING EFFECTIVENESS

We measure the effectiveness of our efforts to combat modern slavery through:

- Percentage of suppliers who have confirmed their compliance with modern slavery policies
- Number of supplier audits and assessments conducted
- Number of concerns or allegations received and investigated
- Number of training sessions conducted for our team

- Feedback from suppliers on our engagement and expectations
- Regular reviews of supply chain risks and mitigation strategies

## **9. ONGOING IMPROVEMENT AND FUTURE COMMITMENTS**

We recognise that preventing modern slavery is an ongoing process that requires continuous improvement. As SCRBS grows, we are committed to:

- Further enhancing our supply chain mapping and transparency
- Developing more comprehensive supplier audit programmes
- Expanding training and awareness initiatives
- Collaborating with industry partners and organisations working to eliminate modern slavery
- Regularly reviewing and updating this statement and our policies
- Engaging with our customers and stakeholders to promote ethical practices across the healthcare apparel sector

## **10. CONTRACTUAL REQUIREMENTS AND SUPPLIER CODE OF CONDUCT**

We require all suppliers and business partners to:

- Comply with all applicable laws and regulations relating to modern slavery and human trafficking
- Implement due diligence procedures for their own supply chains
- Notify us immediately if they become aware of any actual or suspected modern slavery in their supply chain
- Allow us to audit their compliance with anti-slavery requirements
- Take immediate corrective action if any issues are identified

Failure to comply with these requirements may result in termination of the business relationship.

## **11. APPROVAL AND REVIEW**

This statement has been approved by the directors of SCRBS (WIVI Ltd.) and represents our commitment to preventing modern slavery and human trafficking in our business operations and supply chains.

This statement will be reviewed annually and updated as necessary to reflect changes in our business, operations, or legal requirements. We are committed to continuous improvement in our efforts to combat modern slavery and will report on our progress in future statements.

This Modern Slavery Statement is effective for the financial year 2024/2025 and will be published on our website at [www.scrbs.co.uk](http://www.scrbs.co.uk).



Signature

Kapil Vij

Name and Title

01/02/2025

Date

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**For further information about this statement, please contact:**

**SCRBS (WIVI Ltd.)**

20-22 Wenlock Road, London, England, N1 7GU

Email: [team@scrbs.co.uk](mailto:team@scrbs.co.uk)

Website: [www.scrbs.co.uk](http://www.scrbs.co.uk)