

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR 2025

Introduction

This statement is made on behalf of Medevolve Ltd pursuant to the section 54(1) of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement. We are committed to improving our practices to combat slavery and human trafficking.

Our Business

Medevolve Ltd is a small company classed under the SME terminology, it has an office in Godalming, Surrey and is the UK and Ireland exclusive distribution partners for various companies based in USA, Europe and China.

Medevolve Ltd is committed to continually review and improve our practices to combat slavery and human trafficking. Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery and 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 own business or in any of our 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.

We expect the same high standards from all of our suppliers and other business partners.

Organisational Policies

As a responsible company, we strive to carry out business activities ethically and with integrity.

In relation to people management, the primary policies relating to ethical working are our code of conduct and supplier code of conduct. Anyone working for or on behalf of Medevolve Ltd is expected to uphold the values of the company.

The key requirements of the codes in relation to people are:

- Counter-acting illegal employment;
- Respect for the fundamental human rights of employees; and
- The ability of anyone in our supply chain, at any point, to flag concerns regarding malpractice.

Assessing and Managing Risk

Modern slavery and human trafficking comprise a number of activities that are contrary to legal or moral conduct. We have reviewed our supply chain and established that any risks that could possibly arise would fall into the following category; Forced Labour, meaning work or service which people are forced to do against their will under threat of punishment.

With this in mind, we have considered our supply chain and assessed the risks of finding modern slavery issues as being low, as we source from technical and professional companies.

Where we do have some element of risk is with the lower skilled and paid end of services, particularly within cleaning and security service sectors. However, this is a very small part of our overall business and generally outsourced to reputable organisations.

Due Diligence

We pay all employees at least the National Living Wage as defined by the Living Wage Foundation, a process that is reviewed on an annual basis. We have a range of policies available to all employees to access and use in the unlikely event that this becomes necessary. All employees and new starters are made aware of their rights and our obligations under the Act and the policies that relate to this.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and in our supply chains, we provide relevant training to our colleagues.

Management Commitment

Medevolve Ltd is committed to being a responsible business and this is demonstrated through our management team's approach to all aspects of compliance and supporting a policy of continually reviewing our supply chain to identify and resolve any concerns that are found or arise.



Philip Tyler

Director

January 2025