	Eumar Technology Limited, Ubersorb Limited & Sentient Foam Limited Handbook		CH-01(1)
	Anti-Slavery Statement		Referring Procedure: QP-08
	MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT		
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This is the Modern Slavery and Human Trafficking statement for Eumar Technology Limited, Ubersorb Limited and Sentient Foams Limited (Eumar group) for the period ending 31st December 2022.

1. Organisation structure and supply chains

Eumar group comprises the above 3 companies which are family-owned private limited companies registered in England & Wales. We manufacture and develop medical devices, non-woven and absorbent products for the healthcare, hygiene, spill care and industrial markets.

We employed an average of 45 staff in 2022, based across 2 UK manufacturing sites, sharing the group resources in the management of the group. We are an accredited Living Wage Employer.

We work with many different organisations from global companies to local micro local companies in the provision of our products and services.

As part of our culture of governance for good business, we operate to a set of core values which reflect our relationships including customers, manufacturers, shareholders, suppliers, and team members. We adopt a behavioural value for all our business relationships, reflecting our attitude to the exploitation of individuals in any form, and more particularly the offences under the Modern Slavery Act 2015.


We are 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 our contractors, suppliers, and other business partners, and we are evolving and updating our contracting processes to include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect our suppliers to have the same high standards.

We carry out appropriate checks on all employees, recruitment agencies and suppliers so that we know who is working for us or on our behalf.

We will always adhere to local and national laws and respect freedom of workers' rights to terminate employment, freedom of movement, freedom of association, prohibition of threat of violence, harassment and intimidation, prohibition of worker-paid recruitment fees, prohibit compulsory overtime, prohibit child labour, discrimination and confiscation of employee identification documents and provide access to remedy.

We are committed to opposing modern slavery in all forms and preventing it by whatever means we can. We demand the same attitude of all who work for us and expect it of all with whom we have business dealings. Our attitude to modern slavery is: zero tolerance.

We are not required to publish a slavery and human trafficking statement under the terms of Section 54 but choose to do so to demonstrate our commitment to supporting changes in human exploitation.

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2. Policies in relation to slavery and human trafficking

Our ethical policies include:

CH-01 Rev 1 Anti-Slavery Policy

CH-02 Rev 1 Bribery & Corruption Policy

CH-03 Rev 1 Conflict Minerals Policy

CH-14 Rev 1 Whistleblowing Policy

CH-19 Rev 1 Wellbeing Policy

CH-23 Rev 1 Health & Safety Policy

3. Due diligence processes

Our due diligence has resulted in changes in how we manage our business, with the decision to eliminate high risk countries and focus on supply chain partners where standards can be verified through our evaluation process and audit.

We carry our supplier evaluations and re-evaluations which include reviews of ethical and social policies and statements to determine risk and any further actions required.

Training is being extended to all of the management team to identify signs of modern slavery.

4. Risk assessment and management

We are using the HMRC risk assessment tool and report on modern slavery to understand our areas for improvement. We have changed our policy review process to be carried out within 6 months of our financial year end.

Our regular supplier re-evaluations include review of anti-slavery and human trafficking statements and policies, equality and diversity policies, absence of conflict minerals, anti-bribery and corruption, ethical supply policies and other social responsibility policies. It also includes ISO certifications, business continuity plans, risk management and a review of any product or service performance issues. Any element of this desk top audit could result in an escalation to physical site audit.

We have trained and qualified audit staff as part of our team and ongoing training programme.

5. Key performance indicators to measure effectiveness of steps being taken

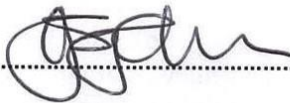
1. Training for management team in Q1 2023
2. Wider awareness campaign planned through Monthly Newsletter to staff on identifying signs of modern slavery and human trafficking.
3. Review HMRC risk score in Q4 to determine improvement in % terms.



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6. Training on modern slavery and trafficking

External training has been identified and is being planned for management and supervisory team.

Signed : 

Date : *15th June 2023*

Geraldine Johnson
Managing Director – Eumar Technology Limited.