

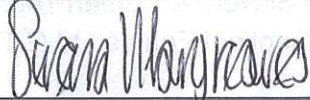


## CH-01 (01) Modern Slavery Statement

## Approval

Completion of the following signature blocks signifies the approver has read, understands, and agrees with the content of this document.

Name	Job Title or Role	Signature	Date (ddMmmyyyy)
The Author is signing to confirm that this document has been prepared in accordance with an approved document management process, that relevant input from any contributory authors has been included and that an appropriate review / editing process has been conducted.			
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The Approvers are signing to confirm that this document provides an acceptable description of the requirements described within when executed.			
<b>Approved by:</b> Geraldine Johnson	Managing Director		10 June 2025
<b>Approved by:</b> Serena Hargreaves	Human Resources Administrator		10 Jun 2025

## Revision History

Date	Revision	Revised By	Reason For Revision	Next review
28May2025	4	SVH	Change of format of document to mirror all Quality Procedures. Content last reviewed and amended by GJ on 16 May 2025.	15 May 2026

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## 2. Introduction

Modern slavery is a criminal offence under The Modern Slavery Act 2015.

Modern slavery can occur in various forms, including servitude, forced or compulsory labour, debt bondage and human trafficking. These forms of exploitation and control over a person's liberty, for personal or commercial gain, are violations of fundamental human rights.

This is the Modern Slavery & Human Trafficking Statement for Eumar Technology Ltd, Ubersorb Ltd and Sentient Foams Ltd (ETL group).

## 3. Our Commitment

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.

## 4. Organisation Structure

ETL 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 38 staff in 2024, at 1 UK manufacturing site based in Hereford.

## 5. Business Relationships

We work with many different organisations from global companies to local micro companies in the provision of our products and services. As part of our culture of good governance, we operate to a set of core values across all of our business relationships including customers, contractors, shareholders, suppliers and team members.

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 of our business relationships and our business decision making and ethical standards



include specific prohibitions against the use of modern slavery, forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children.

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 are an accredited Living Wage Employer.

We 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.

## 6. Relevant Policies and Procedures

Our ethical policies include:

CH-01 Modern Slavery & Human Trafficking Policy CH-02 Bribery & Corruption Policy

CH-03 Conflict Minerals Policy

CH-14 Whistleblowing Policy

CH-19 Wellbeing Policy

CH-23 Health & Safety Policy

## 7. 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 includes assessment of ethical and social policies and statements to determine risk and any further actions required.

Training and awareness of the signs of modern slavery is promoted throughout the business.

## 8. Risk Assessment and Management

We are using the HMRC risk assessment tool and report on modern slavery to understand our areas for potential 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 unsatisfactory element of this process audit could result in an escalation to physical site audit. We have trained and qualified audit staff as part of our team and continue to roll out this training programme.