

Modern Slavery Statement 2025

Introduction

This statement is made in accordance with **section 54(1) of the Modern Slavery Act 2015** and sets out the steps that Fittleworth Medical Limited has taken, and continues to take to ensure that modern slavery or human trafficking does not take place within our business or supply chain.

Modern slavery is a serious crime; victims are exploited for someone else's gain. It encompasses slavery, human trafficking, forced labour and servitude. Victims are often hidden away, may be unable to leave their situation, or may not come forward because of fear or shame.

Our Business – Fittleworth Medical Limited

Founded in 1984, Fittleworth Medical Limited markets and delivers products on Part IX of the Drug Tariff to end users in the UK in the pharmaceutical industry. Fittleworth Medical Limited is an independent, trusted, and dedicated home dispensary for ostomy, urology, and other medical devices. The company works as an approved dispensing appliance contractor for the NHS.

At Fittleworth, our people are at the heart of everything we do. We look after our people so that they can look after our clients and ultimately our business.

Our mission is to make life more rewarding for the people who use our services.

Fittleworth Medical Limited head office is located in Littlehampton, East Sussex and our National Distribution Centre is based in Nottingham, in addition to this we have 37 care centres across the United Kingdom.

The **Fittleworth Management Leadership Team** consists of

- Richard Cornwell – Managing Director, Fittleworth Medical Limited
- James Vaughan – Finance Director, Fittleworth Medical Limited
- Jane Brill – Clinical and Compliance Director, Fittleworth Medical Limited (acting Data Protection Officer 2025)
- Jasmine Sparkes - HR Manager, Fittleworth Medical Limited
- Robert Lees – Operations Director, Fittleworth Medical Limited
- Sanyi Wakgari – IT Director, Fittleworth Medical Limited
- Yvonne Fraser – Strategic Programme Director, Interim Customer Service Director Fittleworth Medical Limited

Our Commitment

Fittleworth Medical Limited is committed to preventing slavery and human trafficking in our operations and supply chain. We uphold human rights principles promoting ethical standards throughout our business activities in line with our Immutable Principles. Our Modern Slavery commitment is essential to our Immutable Principle of 'Integrity'

Dignity of the person

Our employees, indeed all people, have dignity and intrinsic value independent of the work they do. Fittleworth treats its associates, and we treat each other, with respect.

Service

We serve those who use our products and services, our other customers, each other, and our communities, all with humility, compassion, and perseverance.

Integrity

Integrity is at the heart of how we do business. At Fittleworth, the ethical way is the only way. We are open and truthful, treat others justly, and do the right thing even when it is difficult.

Stewardship

We have been entrusted with an independent and employee-owned company. As stewards of that trust, we are guided by the policies and principles of our founder, to ensure that JDS continues in perpetuity as independent and employee owned and that as the company grows and prospers, it remains financially strong.

We are committed to acting ethically, with integrity and transparency in all business dealings and to implementing systems and controls to safeguard against any form of modern slavery taking place within the business or our supply chain. We communicate our expectation with our suppliers and business partners to ensure there is no modern slavery or human trafficking within their own businesses and supply chains.

Fittleworth Medical Limited has a zero-tolerance approach to any form of modern slavery.

Our Policies

We have several policies and processes that support us in combating modern slavery, including:

- **Recruitment Policy** - We operate a robust recruitment policy, including conducting eligibility checks to work in the UK for all employees via an accredited third party
- **Supplier Code of Conduct** – signed at contract start and revisited annually/at extension of contract
- **Whistleblowing Policy – Freedom to Speak Up** – Provides a mechanism for our employees and suppliers to report any concerns about unethical behaviour or practices. All employees are provided with mandatory training on how to enact the whistleblowing policy and examples of suitable times to do this
- **Supply Chain Reviews** – Our main suppliers are sourced and approved by the NHS via their registration of products on the NHS Drug Tariff, enabling them to dispense their products throughout the UK. As part of our supply chain review, we monitor the countries or regions particularly at risk of slavery and human trafficking to identify potential risk areas in our supply chains
- **Training** – We provide mandated Modern Slavery Awareness training for all of our employees and agency staff to raise awareness of the types of modern slavery, key signs to watch out for and how to prevent and report it. In 2024 we will providing information to all employees inclusive of this statement and enhancing our training platform and offering

- We share and display Home Office content (posters, videos) to support employees having access to different types of information to **raise awareness**
- **Code of Conduct** – Our code makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain. In Q3 2024 we will re-launch of Code of Conduct.
- **Performance Indicators** –
 - Completion of training amongst employees
 - Reports of modern slavery concerns or incidents and actions taken

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2025.

This statement is approved by Richard Cornwell, Managing Director for and on behalf of Fittleworth Medical Limited

A handwritten signature in black ink, appearing to be "Richard Cornwell", written in a cursive style.

Date: 30th June 2025

Company registration number is 01836221