

Modern Slavery Statement

Introduction

As determined by consultation of the guidance from the UK Government on who needs to publish a Modern Slavery Statement, Cutting Edge Surgical Instruments Ltd do not meet all of the criteria which requires the publishing of an annual modern slavery statement, however, the following serves to outline the commitment and efforts undertaken by Cutting Edge Surgical Instruments Ltd to identify and eliminate modern slavery and trafficking within our business and that of our suppliers, and the steps taken during the financial year ending **March 2025**.

Our Business and Supply Chain

Cutting Edge Surgical Instruments Ltd is a manufacturer, distributor and repairer of surgical instruments, supplying services to the NHS, private healthcare facilities and the trade across the UK and Ireland. We operate from Hertford, Hertfordshire, UK and employ approximately 22 people.

Our supply chain includes established surgical instrument manufacturers, repairers, distributors and raw material suppliers.

Our Policies

We are committed to ensuring that modern slavery and human trafficking do not occur in any part of our business or supply chains. To support this commitment, we have implemented the following policies:

- Anti-Bribery and Corruption
- Health and Safety
- Equal Opportunities
- Anti-Harassment and Bullying
- Labour Standards including Suppliers and Ethical Code of Conduct: We require all our suppliers to adhere to ethical labour practices, including the prohibition of forced labour, child labour, and human trafficking.
- Whistleblowing Policy: We encourage employees and stakeholders to report any concerns regarding unethical practices, including modern slavery.

Risk Assessment and Due Diligence

We conduct annual risk assessments to identify areas within our business and supply chain that are most at risk of labour standards and modern slavery abuses. Our due diligence processes include:

- Conducting checks and audits on suppliers to assess compliance with our ethical standards.
- Conducting annual research relevant to Labour Standards etc for appropriate countries identified in our supply chain.
- Requiring suppliers to complete questionnaires regarding labour standards and practices which follow the ETI Basecode and ILO Indicators of forced labour and includes identification of their suppliers origin countries where they may be higher risk.
- Performing and documenting individual Risk Assessments against the ETI Basecode and ILO Indicators of forced labour.
- Requiring suppliers to confirm that they have read and will implement our Labour Standards policy or to supply a copy of their own and to agree to complete the Labour Standards Questionnaire.
- Reviewing contracts to ensure they include clauses on modern slavery and compliance requirements.

Training and Awareness

To ensure our employees and suppliers understand the risks of modern slavery and how to identify and address them, we provide:

Induction training for all employees which includes the policies listed and are required to sign to show they have received and understood the training. Periodically policies are updated, at these times retraining is conducted. These policies are also shown in the company staff handbook or notice board.

Provide education for our suppliers on labour standards and modern slavery law compliance based on their feedback to questionnaires.

Measuring Effectiveness

To measure the effectiveness of our efforts, we:

- Monitor and review supplier compliance annually
- Track the number of audits conducted and the outcomes.
- Maintain a record of reports or concerns raised through our whistleblowing channels and actions taken.
- Performance monitoring is undertaken as part of the annual Labour Standards Report to Management which is also included within Management Review.

Future Steps

We are committed to continuous improvement in preventing labour standards and modern slavery abuses. Over the next year, we plan to:

- Strengthen our supplier audit processes in line with new requirements identified.
- Collaborate with industry groups to share best practices and improve supply chain transparency.
- Develop additional training resources for both employees and suppliers.

Approval

This statement has been approved by the Board of Directors and is signed on behalf of Cutting Edge Surgical Instruments Ltd by:



Matt Robinson
Managing Director

07/01/2025

Contact Information

For further information regarding this statement or our policies on modern slavery, please contact us at info@cuttingedgesurgical.co.uk or telephone 01992 558222.