

Viamed Ltd Modern Slavery Statement

1. Introduction

Viamed Ltd is committed to conducting its business responsibly and to maintaining high ethical standards across all operations and supply chains. We recognise our responsibility under the Modern Slavery Act 2015 and are committed to preventing modern slavery and human trafficking in all aspects of our business.

This statement outlines the steps taken during the financial year ending 2025 to identify, assess and mitigate modern slavery risks.

2. Our Business and Supply Chains

Viamed Ltd is a UK-based supplier of medical equipment, including oxygen monitoring systems, sensors, and associated products supplied to the NHS and other organisations.

- SME with approximately 18 employees
- Operates primarily in the UK
- Sources products from UK and international suppliers
- Acts primarily as a distributor

We recognise that modern slavery risks are more likely to occur in upstream supply chains, particularly in manufacturing and international sourcing.

3. Policies on Modern Slavery

We maintain policies that support the prevention of modern slavery, including:

- Anti-Slavery Policy
- Supplier Code of Conduct
- Ethical sourcing and procurement practices

These policies:

- Prohibit forced labour, child labour, and exploitation
- Require compliance with local and international laws
- Promote fair treatment, safe working conditions, and worker rights

Policies are:

- Approved by senior management
 - Communicated internally
 - Being actively communicated to suppliers as part of supplier engagement
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4. Risk Assessment

Viamed Ltd adopts a risk-based approach to modern slavery.

We recognise that risk may exist in:

- Manufacturing supply chains
- International sourcing regions
- Lower-tier suppliers not directly visible

During 2025:

- Initial supplier risk assessment processes have been established
- Focus placed on Tier 1 suppliers
- Higher-risk areas identified based on sector and geography

We acknowledge that risk cannot be assumed to be absent and continue to improve supply chain visibility.

5. Due Diligence Processes

During 2025, Viamed Ltd has begun implementing structured due diligence, including:

- Actively contacting suppliers to request modern slavery and ethical compliance confirmation
- Recording supplier responses and commitments
- Reviewing supplier certifications (e.g. ISO 9001 / ISO 13485)
- Conducting annual supplier reviews

We are progressing towards:

- A formal supplier questionnaire
 - Documented supplier risk assessments
 - Enhanced supplier onboarding checks
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6. Supplier Engagement and Expectations

We require suppliers to:

- Comply with labour laws
- Prohibit forced labour and child labour
- Maintain ethical working conditions

From 2025 onwards:

- Modern Slavery and ethical policies are being issued to suppliers
- Suppliers are expected to acknowledge and align with these standards
- Higher-risk suppliers are prioritised for further engagement

Compliance with these requirements will increasingly form part of supplier approval and ongoing review processes.

7. Training and Awareness

We have implemented staff awareness training covering:

- Identification of modern slavery risks
- Reporting procedures

- Supply chain awareness

Training is:

- Delivered internally
- Provided to relevant staff
- Reviewed periodically

We will continue to expand training coverage.

8. Reporting and Remediation

Viamed Ltd maintains internal reporting mechanisms for ethical concerns.

When a concern is raised:

- It is acknowledged and assessed
- Investigations are conducted where required
- Corrective actions are implemented
- Suppliers are engaged to resolve issues

We are committed to:

- Protecting whistleblowers
 - Supporting affected individuals
 - Working with suppliers to remediate issues where possible
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9. Key Performance Indicators

To strengthen our approach, we have introduced initial KPIs:

- Number of suppliers contacted regarding modern slavery
- Supplier response and compliance rate
- Staff training completion rates
- Number of reported concerns and actions taken

These KPIs are:

- Reviewed annually by management
 - Used to support continuous improvement
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10. Continuous Improvement

As an SME, Viamed Ltd is actively developing its approach.

Over the next 12–24 months we will:

- Expand supplier engagement beyond Tier 1
 - Strengthen due diligence processes
 - Improve supply chain visibility
 - Enhance KPI tracking and reporting
 - Increase supplier accountability
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11. Approval

This statement has been approved by the Board of Directors of Viamed Ltd.

Signed:

A handwritten signature in black ink, appearing to read "D Lamb". The signature is written in a cursive, flowing style with a long horizontal stroke extending to the right.

Derek Lamb, Managing Director

31st January 2026