

Urgo Ltd Slavery and Human Trafficking Statement 2019

We are proud of the steps we have taken to combat slavery and human trafficking. We have achieved Level 2 Labour Standards Assurance Accreditation, recognising the work we have put into improving transparency and good practice throughout our supply chain. We also continue to hold ourselves to the highest possible standards as a UK employer, and have completed a recent review and update of our anti-slavery and human trafficking policy in Q1 2019.

We are committed to an ongoing continuous improvement journey to ensure we continue to meet and improve all aspects of excellent HR practice and supply chain management.

Organisation structure

We are a manufacturer and provider of Compression Bandages, Hosiery and Advanced Wound care products in the Medical Devices sector. We are a part of the Urgo Group, and our ultimate parent company is Laboratoires Urgo which has its head office in France. We have over 170 employees in the UK. We have an annual turnover of over £35 million.

Our business

Our business is comprised of a Commercial team, and an Industry team who work closely together to achieve our company goals.

Our supply chains

Our supply chains include:

- Purchase of raw material and finished goods from around the world.
- Supply and distribution of finished goods mainly to the UK, Republic of Ireland and Europe
- Manufacture of goods in the UK

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a rigorous supply chain compliance programme. This consists of supplier audits and review processes based on a risk analysis of the potential supplier.

We have a dedicated compliance team, which consists of representatives from the following departments:

- Audit and Quality Assurance
- Human Resources
- Manufacturing
- Senior Management

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also require our business partners to provide training to their staff, suppliers and providers.

Our effectiveness in combating slavery and human trafficking

We use a supplier audit process to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains and have used a third party auditor where necessary to conduct an externally facilitated review to bring insights on ways to we can tackle slavery and human trafficking.

Next steps

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps such as a rollout of further training, and improved supplier audit questions focussing on labour processes as part of our continuous improvement programme.

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 2019.

Gavin Ashton



Director

Urgo Ltd

27.03.2019