

# Modern Slavery and Trafficking Statement



This statement has been published in accordance with the Modern Slavery Act 2015 and demonstrates Intersurgical's commitment to promoting the eradication of modern slavery and human trafficking within its own businesses and its supply chain.

## Organisation's Structure

Intersurgical is a global designer, manufacturer and supplier of a wide range of high quality medical devices for respiratory support. We provide flexible patient solutions for airway management, anaesthesia, critical care and oxygen and aerosol therapy, for use within emergency care, hospitals and also in the home.

The company was formed with seven people in 1982, producing a limited product range for the UK hospital market. Today, we employ over 3600 people worldwide, producing an extensive product range. We operate across six manufacturing sites and have direct sales operations in over 26 countries, and a number of export offices located throughout the world supporting our network of distributors.

## Our Supply Chains

Our external supply chain primarily consists of partners sourcing and providing raw materials and components to meet the requirements of our medical devices.

Intersurgical is committed to the prevention, detection and elimination of modern slavery and human trafficking within our own supply chain whilst operating ethically and with integrity.

As part of our mission to identify and mitigate risk we commit to:

- We will internally review our manufacturing and sales operations and monitor potential risk areas.
- We conduct new supplier assessments to evaluate and ensure their practices meet Intersurgical's requirements.
- We conduct supplier audits for new and existing partners to evaluate and ensure their practices continue to meet Intersurgical's requirements.
- We build long standing relationships with our supply partners and make clear our expectations of business behaviour.
- We have procedures in place to encourage all individuals within the supply chain to raise concerns and to ensure the protection of whistleblowers.

Intersurgical will not support or deal with any business knowingly involved in slavery or human trafficking.

## Our Policies

Intersurgical has a number of policies, procedures and processes which are aimed at helping us to identify and mitigate the risk of modern slavery and human trafficking.

Our recruitment and training procedures are embedded within our quality system, and all employees are issued with a contract of employment prior to them joining the company, along with a full induction on their first day.

We also have a code of conduct for employees in the form of a staff handbook which sets out our expectations of how all employees should behave along with their employment rights. This handbook also includes information on ethical business practices, whistleblowing, grievance, corporate social responsibility, equal opportunities, bullying and harassment and health and safety.

## Training

We have a fully integrated Learning Management System (LMS) which manages and records all training for all staff.

To ensure our supply chain remains free of modern day slavery and human trafficking, training on this specific topic is provided to those in relevant roles.

All company directors have been fully briefed on this subject.

## Our Assessment of Modern Slavery Risk

Intersurgical used Key Performance Indicators (KPI's) to measure our effectiveness ensuring that slavery and human trafficking is not taking place within our operations and supply chain. These include:

- Use of labour monitoring and payroll systems
- Completion of new supplier assessments
- Completion of existing supplier audits
- Excellent communication within the supply chain to ensure understanding of our business expectations

All Intersurgical operations are fully compliant to the Modern Slavery Act 2015.

**Charles Bellm**  
Managing Director

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The manufacturer Intersurgical Ltd is certified to ISO 14001:2015, ISO 9001:2015, ISO 13485:2016 and MDSAP

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