

Modern Slavery Act 2015 Statement

Andersen Caledonia Ltd. adopts zero tolerance to modern slavery and human trafficking. We fully support the government's objectives to eradicate modern slavery and human trafficking. We call upon all organisations we engage with to influence their global supply chains by improving transparency and accountability.

Andersen Caledonia is a leading supplier of EO Sterilisations services, Lab Services and Cleanroom Services and products, We are an independent and privately owned company which is committed to the principles of the Modern Slavery Act 2015 and to the abolition of modern slavery and human trafficking.

As an equal opportunity's employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff members.

We want all of our staff to feel confident that they can expose any wrongdoing without any risk to themselves or fear of repercussions.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any possible abuse or coercion.

We do not intentionally enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour. We will, however, endeavour to take the following action to minimise and eradicate Modern Slavery and trafficking:

- Each Supplier is required to complete a LSAS (Labour Standards Assurance System) SAQ and return this with a signed copy of our LSAS Policy before they can be added to our approved supplier list.
- Annual Reviews of suppliers approval and LSAS compliance is carried out via our QMS
- If any non-compliance of the ETI Base code is found, the Company will ask the Supplier for an emergency response which comprises a request for a written Corrective Action Plan highlighting any gaps in processes and root causes within 14 days. This will then be approved by all parties involved.
- Should this Corrective Action plan be deemed unacceptable then resourcing of production from within the Company's existing supplier base shall be implemented within 30 days of the initial breach of the above requirement to meet the minimum labour standards.

Our supply chain

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains. Our supply chains are limited, and we procure goods and services from a restricted range of UK and overseas suppliers. Suppliers will be subject to Risk Assessments in line with ISO 14971.

All Staff will receive LSAS training as part of their induction and as policies are updated.

Our policies in relation to the Modern Slavery Act 2015

The following policies are available to all staff members via the released documents stored on shared drive, their dept quality manual, the HR team, and from various noticeboards:

- Labour Standards policy
- Whistleblowing policy

- Bullying and harassment policy
- Equal Ops & Diversity policy
- Recruitment and selection policy

Embedding the principles

We will continue to embed the principles through the following:

- Providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- Ensuring staff involved in procurement activity are aware of and follow modern slavery procurement guidance on GOV.UK
- Ensuring that consideration of the modern slavery risks and prevention are added to Andersen Caledonia's policy review process as an employer and procurer of goods and services
- Continuing to take action to embed a zero-tolerance policy towards modern slavery
- Ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive the required training on modern slavery and ethical employment practices.

This statement has been approved by **Jonathan Lintott, Andersen Caledonia Ltd.** Managing Director for year ending 31 December 2024.

This statement will be reviewed every year and updated via QMS as required.

Signed: Jonathan Lintott
Jonathan Lintott (Mar 26, 2024 19:08 GMT)
Jonathan Lintott
Managing Director

Modern Slavery Policy

Final Audit Report

2024-03-26

Created:	2024-03-26
By:	June Stirling (jstirling@andersencaledonia.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAuuAVnbwDttUi4ySc7vLwve6XFqRzs3xB

"Modern Slavery Policy" History

-  Document created by June Stirling (jstirling@andersencaledonia.com)
2024-03-26 - 11:40:58 AM GMT
-  Document emailed to Jonathan Lintott (jlintott@andersencaledonia.com) for signature
2024-03-26 - 11:41:01 AM GMT
-  Email viewed by Jonathan Lintott (jlintott@andersencaledonia.com)
2024-03-26 - 7:07:49 PM GMT
-  Document e-signed by Jonathan Lintott (jlintott@andersencaledonia.com)
Signature Date: 2024-03-26 - 7:08:06 PM GMT - Time Source: server
-  Agreement completed.
2024-03-26 - 7:08:06 PM GMT