

## **Modern slavery statement**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Ortho-Care UK Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Ortho-Care UK Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

The 'Transparency in Supply Chains' clause came into effect in October 2015 and requires commercial organisations with a turnover of £36million or more, to produce and publish a 'Slavery and human trafficking statement' each financial year.

Although Ortho-Care does not yet fit into this category, we are still taking all possible steps to ensure the elimination of offences covered by the Act from our own supply chains.

## **Our business**

With over 30 years' experience of supplying the orthodontic profession, Ortho-Care is the leading UK based, independent supplier of orthodontic products with a worldwide customer base. We export many of our products around the world, with distributors in Europe, The Middle East, Asia and the USA.

We produce our own in-house full range catalogue and we stock, what we believe to be, the largest range of orthodontic products in the UK under one roof for same day dispatch. We also operate an active website for online ordering for members of the profession together with an additional site open to members of the public wishing to purchase oral hygiene products.

Ortho-Care is active in sponsoring and supporting many courses and Study Groups and maintains a high profile among the orthodontic professional community. We are a sponsor of the British Orthodontic Society University Training Group Award Prize presented each year at the British Orthodontic Conference, and also a corporate sponsor of the BOSF (British Orthodontic Society Foundation) and also the sponsor of the ONG (Orthodontic Nurses Group) website.

Our mission statement 'to provide more than just a product' has been the foundation for our growth and success.

## **Our policies**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. This Modern slavery statement.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. We operate a Code of business conduct, which is the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

#### Our suppliers

Ortho-Care UK Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery. Our anti-slavery statement forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light

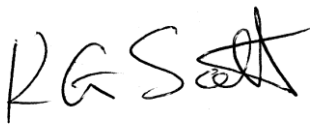
#### Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

#### Approval for this statement

This statement was approved by the Directors 19<sup>th</sup> January 2017



Kelvin Scott



Richard Garford

Ortho-Care (UK) Ltd

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