



Modern Slavery Statement

Introduction

The statement sets out the company's commitment in eliminating slavery and human trafficking in our business activities, and the operations we have introduced with the purpose of certifying that there is no slavery or human trafficking in our own business and supply chains. We all have an obligation to be alert to risks, however small. Therefore, we are committed in conducting activities in a way that promotes ethical values and behaviour while complying with all applicable laws and regulations. Employees are expected to report their concerns, and management to act upon them.

Organisation's Structure

We are a manufacturer, supplier, distributor and repairer of reusable surgical instruments for the healthcare market in the UK and overseas. Our product range includes but is not limited to; Self Retaining Retractors, Atraumatic Clamps, Nasal Forceps, Bone Cutters, Orthopaedic, General and Veterinary Instrumentation.

Platts and Nisbett Ltd, is based in Sheffield and is proud of its instrument manufacturing works and the associated accreditations of 'Made in Sheffield' and 'Made in Britain'. As an independent company that is family-owned, all operations such as manufacturing, production, regulatory, sales and administrative services take place at our premises in Sheffield.

Responsibility

We recognise that Platts and Nisbett Ltd. play an important role in recognising our responsibility in combatting modern slavery and human trafficking.

Platts and Nisbett – The director in cooperation with managers are responsible for ensuring policies in association with modern slavery and human trafficking comply with the legal and ethical responsibilities and such practices are integrated into the organisation's existing operations. All employees, suppliers and distributors are required to comply with such policies while employees are encouraged to present concerns they may have regarding modern slavery and human trafficking.

Supply Chain – Through our supplier selection process, we will seek to ensure that working conditions throughout the supplier chain are in accordance with internationally recognised standards for worker's rights, labour standards and global trade.

Supply Chain and Due Diligence

Platts and Nisbett Ltd is committed to improving its practice to combat slavery and human trafficking in its supply chain or in any part of its business. Our supply chain includes suppliers of direct materials, indirect services and distributors of our products.

Suppliers are selected and evaluated on the basis that they are able to meet specified requirements, along with considering the quality of the product/service. Existing suppliers are also reviewed using this process. Each supplier is assessed in their ability to provide quality assurance and ethical information such as compliance with regulatory bodies through registration to recognised quality standards and confirmation of the operation of ethical trading policies. The supplier may also be subject to formal audits, in addition to informal and/or unannounced visits to monitor and evaluate supplier compliance with our requirements.

Some suppliers that we engage with may be required to sign and comply with our Ethical Trading Policy covering areas such as policy, law and regulations, child labour, forced & compulsory labour, hours and

wages, discrimination, working environment, health and safety, business continuity planning, improper payments, bribery, documentation and inspection. Platts and Nisbett Ltd has systems in place to identify, assess and manage the risks of slavery and human trafficking in its well-established supply chain. This is determined by utilising a tiered supplier-based listing based on priority, importance and risk ensuring suppliers and distributors abide by these standards.

The review of key suppliers for the purpose of ensuring that materials or services incorporated into Platts and Nisbett's surgical instrumentation has been carried out previously to meet the Labour Standards Assurance requirements and included the definition of system based policies, due diligence procedures, internal training of staff, implementation of a whistle blowing policy and the surveillance and monitoring of its supply base.

Relevant portions of the Ethical Code are communicated to suppliers and distributors for monitoring purposes.

Policies

Platts and Nisbett is committed to the legal, social and ethical responsibilities of its business and employment practices. The following are policies that support this position:

- **Modern Slavery Statement-** Platts and Nisbett Ltd. has a zero-tolerance towards modern slavery and human trafficking. This policy applies to our employees, suppliers and distributors.
- **Whistle Blowing Policy:** Platts and Nisbett Ltd. encourages all employees to raise concerns regarding malpractice or impropriety in relation to the direct activities of the business or the way in which the business is run. This policy has been created to offer the employees of the company the opportunity to disclose concerns in a confidential and sensitive manner.
- **Equality and Diversity Policy:** Platts and Nisbett Ltd. is fully committed to eliminating discrimination and encouraging diversity among its workforce. Our aim is that our workforce will be fully representative of all sections of society and each employee feels respected and able to give of their best.
- **Health and Safety Policy** Platts and Nisbett Ltd. is committed to the development and continued improvement of a work environment that supports the health and safety and well-being of its workforce.

Training

Platts and Nisbett Ltd. has the responsibility to ensure all employees understand and acknowledge the company's statement of compliance with the Modern Slavery Act 2015. Training is delivered to employees through the requirement to read and sign policies associated with slavery and human trafficking. Each time a policy is updated, employees are required to read and sign to demonstrate their acknowledgement. All policies listed above are available on staff notice boards.

The above circumstances are not exhaustive; the statement will be subject to regular review and additions made where it is deemed necessary. This statement has been produced by Platts and Nisbett Ltd. in compliance with section 54 of the Modern Slavery Act 2015 for financial year April 2022 to March 2023.



Alyson Nisbett

Director