

## Talarmade Limited Statement (2023) Regarding Commercial Organisations as Defined by Section 54 of the Modern Slavery Act 2015

### What is modern slavery?

Modern slavery is an international crime that includes human trafficking and forcing vulnerable people to work against their will. The Modern Slavery Act 2015 requires companies supplying goods or services with a turnover of £36 million or more to publish an annual 'Slavery and Human Trafficking Statement'.

This statement sets out the steps TalarMade Limited has taken to ensure that slavery or human trafficking is not taking place in our business.

### Our statement

TalarMade Limited designs, manufactures, distributes, supplies, fits, and repairs orthotic, technology products and associated consumables. We employ over 50 employees in the UK and have customers and suppliers worldwide. TalarMade Limited's turnover for the year ending 30 April 2022 was £7.6m.

Therefore, TalarMade is not a commercial organisation as defined by section 54 ("Transparency in supply chains etc.") of the Modern Slavery Act 2015.

TalarMade Limited complies with all applicable laws, rules and regulations when conducting its business.

This applies to all persons employed by or affiliated with our Organisation. We adopt procedures that are in line with our values, and we expect all organisations we work with, including our supply chain, to adhere to our ethical standards and to enforce policies that comply with all relevant legislation. Integrity (being honest and having strong moral principles) is one of our core business values.

### Our employees

We have robust recruitment processes in place that comply with both UK and international employment laws. We verify all TalarMade employees are not only eligible to work in their respective countries and regions but also within their stated profession. In the UK we take this step further to ensure that, within our clinical services business, we also adhere to the NHS employment checks as governed by our NHS partners.

Our employment policies are fair, ethical, and non-discriminatory and we follow this principle when remunerating all our employees. During the past 12 months we have performed an audit of all TalarMade employees to confirm they are eligible to work within their region of employment, and we have reviewed all wages to ensure that everyone is rewarded with an appropriate benefits package and in compliance with the National Minimum Wage and National Living Wage.

To prevent the possibility of modern slavery occurring within TalarMade, information on modern slavery is included in our corporate induction programme, which enables us to ensure that employees at all levels have an understanding of their responsibilities under the Modern Slavery Act 2015, including their duty to raise any concerns to any member of the Board without fear of recrimination. Refresher training is being rolled out to senior management in 2023 to make them aware of the warning signs of modern slavery.

TalarMade's Governance Committee oversees all compliance activities, including compliance with the Modern Slavery Act 2015, and a whistleblowing policy is in place to enable employees to raise any concerns directly with the Committee.

During 2023 we will be reengaging with all of our stakeholders to remind them of the importance of their obligations in reporting concerns relating to modern.

## Our supply chain

TalarMade's supply chains are in both the UK and overseas. We have taken steps to map our supply chain and have identified that over 98% of our suppliers are based in the lowest risk countries (as defined by the Global Slavery Index).

As part of our procurement process, we therefore consider the country of origin of our products and raw materials and strive to engage only with suppliers and contractors who respect human rights in the supply chain. Through analysis of our supply chain, we have identified our highest risk vendors are in China.

TalarMade visit these suppliers on a regular basis for review and ensure they comply with our ethical standards.

The nature of our operating environment means that most of our business is conducted with SMEs who fall below the £36m turnover threshold; we estimate only 3% of our supply base fall above the threshold. However, we continue to work with all our suppliers to ensure that they are familiar with and adhering to the requirements of the Modern Slavery Act.

To this end TalarMade has a standard supplier agreement in place for all our suppliers, requiring them to comply with all UK statutory regulations and explicitly stating that we require all of our suppliers to comply with the Modern Slavery Act 2015. This also incorporates a right to audit all our suppliers to ensure transparency within our supply chain. The agreement has been issued to our current supply base and is provided to all new suppliers as part of our Supplier Approval process. Through this process, prospective suppliers are required to complete a detailed questionnaire which covers the requirements for due diligence procedures in their own supply chains to mitigate the risks of human rights violations including Modern Slavery.

Performance indicators are also in place with all our main suppliers. These include delivery and quality performance and are used to determine requirements for audits or on-site visits.

## Declaration



Ian Leddy  
CEO, TalarMade Limited

01<sup>st</sup> May 2023