

Modern Slavery Act Statement 2024

Organisation

Urgo Medical Ltd is a medical device company dedicated to supporting healthcare professionals to heal people through evidence-based treatments and innovative services.

Our mission; healing people. We make a difference to the lives of people with wounds: because we care. We achieve our mission by the use of the following three pillars:

- Putting patients at the heart of what we do
We give a voice to patients so we can understand their needs and adapt our solutions to better meet them.
- Caring for caregivers
We work closely with healthcare professionals and scientific bodies to develop innovative solutions and educational programs to constantly improve knowledge in advanced wound care.
- Leading with Science
We continually invest in research and development, and deliver robust clinical evidence because we believe in evidence-based treatments.

The Urgo Ethical Charter is a clear and transparent reference point for all employees to ensure compliance with Urgo ethical standards. The charter is designed to safeguard the rights of our employees, partners, suppliers and customers.

Organisation structure

Urgo Medical is part of the Urgo Group, a French family owned company employing 3,500 employees across 21 countries.

Urgo Medical employ 170 employees across the UK to manufacture and distribute compression bandages, hosiery and advanced wound care products in the medical devices sector to the UK, Ireland and Europe. Our Head Office and Manufacturing facility is based in Shepshed, Leicestershire.

Definition

Urgo Medical considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as human property
- being physical constrained or to have restriction placed on freedom of movement

Commitment

Urgo Medical acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. We understand that this requires an ongoing review of both our internal practices in relation to our labour force and our supply chain.

We do not enter into business with any organisation which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Urgo Medical in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. We strictly adhere to the minimum standards required in relation to our responsibilities under the Modern Slavery Act and in many cases exceed those minimums in relation to our employees.

Urgo Medical carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the control of its suppliers.

Urgo Medical has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Urgo Medical has taken the following steps to ensure that modern slavery is not taking place:

- identifies and assesses potential risk areas in our supply chains to mitigate risk and consider preventative actions including engaging third party auditors to conduct reviews when required
- utilise termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- ensure all new and existing suppliers for direct spend commit to the Urgo 2022 Ethical and Environmental commitment prior to engaging supplier
- providing training to staff on modern slavery
- have a number of complementary internal policies that support our commitment to eradicating modern slavery such as; Whistleblowing Policy and Purchasing Policy

Continued Commitment

We intend to deliver further training across our organisation to ensure a consistent approach to the engagement and management of suppliers by all functions to mirror the existing best practices in place within the Supply Chain function.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.



Stefan Cubitt

General Manager – UK & Ireland

31.05.2025