



Modern Slavery Act Statement 2025

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

- Putting patients at the heart of what we do
We listen 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, in order to create products backed by robust clinical evidence.

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 4,000 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. 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 under the Modern Slavery Act 2015 and is committed to preventing acts of modern slavery and human trafficking within our organisation and our supply chains.

We understand that the prevention of modern slavery requires ongoing assessment and continuous improvement of both our labour practices and our supplier management activities. We do not knowingly enter into business relationships with organisations that support, engage in, or fail to address slavery, servitude, forced labour, or human trafficking.

No labour provided to Urgo Medical in the provision of its own services is obtained through slavery or human trafficking. We adhere to statutory employment standards and, in many cases, exceed minimum legal requirements to safeguard our employees' rights and wellbeing.

Urgo Medical's supply chains include suppliers of raw materials, finished goods, packaging, logistics, and professional services. The majority of our direct manufacturing and assembly activities are undertaken within the UK and European Union. We recognise, however, that certain supply chain categories and geographic regions present an increased inherent risk of modern slavery due to labour intensity or local labour protections.

Our approach to managing modern slavery risk within the supply chain is risk-based and proportionate. Key elements include:

- Identifying and assessing potential modern slavery risks within our supply chains, with prioritisation given to higher-risk supplier categories and regions
- Requiring all new and existing direct suppliers to commit contractually to the Urgo Ethical and Environmental Commitment as a condition of doing business
- Conducting supplier due diligence prior to onboarding, with enhanced assessment applied where higher risks are identified
- Undertaking ongoing supplier monitoring, which may include supplier self-assessments, performance reviews, site visits, or third-party audits where appropriate
- Maintaining contractual rights to suspend or terminate supplier relationships in cases where modern slavery risks are identified and not adequately addressed

Where non-compliance or risk indicators are identified, Urgo Medical seeks to work constructively with suppliers to implement corrective action plans within agreed timeframes. Failure to remediate identified issues may result in escalation, including termination of the commercial relationship.

Urgo Medical maintains a number of internal policies that support our commitment to preventing modern slavery, including but not limited to:

- Whistleblowing Policy
- Purchasing and Procurement Policy
- Ethical Charter

We provide modern slavery awareness training to relevant employees, particularly those involved in procurement, supply chain management, and supplier engagement, to ensure risks are understood and appropriately managed.



During the 2025-2026 financial year:

- All new direct suppliers were required to commit to the Urgo Ethical and Environmental Commitment prior to engagement
- Modern slavery awareness training was completed by staff involved in procurement and supply chain activities
- Risk-based reviews of key direct suppliers were conducted as part of our ongoing supplier management processes

Continued Commitment

Urigo Medical is committed to the continual improvement of its approach to preventing modern slavery. During the next financial year, we intend to:

- Further embed risk-based supplier segmentation within our procurement processes
- Enhance the consistency of supplier risk assessment and documentation
- Continue to develop employee awareness and capability in ethical and responsible sourcing across the organisation

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

A handwritten signature in black ink, appearing to read 'Gavin Ashton', is positioned above the printed name.

Gavin Ashton

Region Director – Asia Pacific & UK & Ireland

31.05.2026