

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Nissha Medical Technologies (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2025/2026.

B) DEFINITIONS

The Organisation 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 property;
- Being physically constrained or to have restriction placed on freedom of movement.

C) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required under applicable employment legislation in the United Kingdom, Germany, Austria, France, the Netherlands, the United States and Canada, and in many cases exceeds these minimum requirements through its employment practices, health and safety standards, employee wellbeing initiatives and ethical business policies.

D) ORGANISATIONAL STRUCTURE

Nissha Medical Technologies is part of the global Nissha Group, a leading manufacturer of medical devices and healthcare solutions. The organisation operates manufacturing facilities and sales offices across North America and Europe, supplying products and services to customers worldwide.

Within Europe, Nissha Medical Technologies operates manufacturing and commercial facilities in the **United Kingdom, Germany, Austria, France and the Netherlands**, supported by regional leadership teams. The UK business includes manufacturing, warehousing, engineering, quality, sales, customer service and corporate support functions, including Human Resources, Finance and IT.

The Organisation is governed by a Board of Directors, with day-to-day operational responsibility delegated to the Managing Director – European Operations and the senior leadership team. Senior management is responsible for ensuring compliance with all legal and ethical obligations, including those relating to modern slavery.

The Organisation manufactures and supplies medical technology products and components for healthcare providers and medical device manufacturers. Our operations include manufacturing, converting, packaging, quality assurance, warehousing and distribution. Demand for our products is generally consistent throughout the year and is not considered to be seasonal.

The labour supplied to the Organisation in pursuance of its operations is primarily carried out within the United Kingdom, Germany, Austria, France and the Netherlands, with additional support functions and collaboration across the wider global business. All employment is undertaken in accordance with applicable local employment legislation.

E) SUPPLY CHAIN STRUCTURE

In order to fulfil its activities, the Organisation's main supply chains include those related to the supply of goods from various suppliers in both the United Kingdom, the United States and Europe.

F) ORGANISATIONAL POLICIES

The Organisation has the following policies which further define its stance on modern slavery: a modern slavery policy; a corporate social responsibility policy; supplier code of conduct.

G) ASSESSING AND MANAGING RISK

The Organisation recognises that the greatest potential risk of modern slavery exists within its extended global supply chain, particularly where raw materials, components or indirect services may be sourced from countries or sectors that present a higher inherent risk of labour exploitation.

Additional areas of potential risk include the use of temporary labour providers, outsourced logistics and international suppliers. The Organisation mitigates these risks through supplier due diligence, ethical sourcing requirements, supplier approval processes and ongoing monitoring of supplier performance and compliance.

Whilst the Organisation considers the overall risk of modern slavery within its direct operations to be low, it maintains a zero-tolerance approach and continually reviews its controls to identify and address any emerging risks.

H) DUE DILIGENCE IN RELATION TO MODERN SLAVERY

The Organisation 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 controls of its suppliers.

I) TRAINING

The Organisation provides the following training to staff to effectively implement its stance on modern slavery; induction training and training on modern slavery policies.

J) MONITORING AND EVALUATION

The Organisation measures the effectiveness of its approach to preventing modern slavery through a number of key performance indicators, including:

- Completion of supplier due diligence and risk assessments.
- Review and acceptance of the Supplier Code of Conduct by key suppliers.
- Completion rates of modern slavery and ethical compliance training for relevant employees.
- Monitoring and investigation of any reported concerns through the Organisation's reporting and whistleblowing procedures.

- Regular review of procurement practices and supplier audits where appropriate.
- Annual review of this Modern Slavery Statement and associated policies to ensure continued compliance with legislative requirements and best practice.

K) STEPS

The Organisation 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 controls of its suppliers.

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

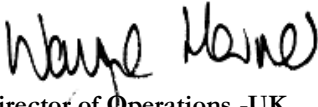
In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- measures in place to identify and assess the potential risks in its supply chains;
- undertaking impact assessments of its services upon potential instances of slavery;
- creating action plans to address risk to modern slavery;
- any actions taken to embed a zero tolerance policy towards modern slavery
- maintaining effective whistleblowing arrangements to enable employees, contractors and suppliers to report concerns confidentially and without fear of retaliation;
- promoting ethical recruitment practices and ensuring all employees have the legal right to work and are employed freely without coercion;
- reviewing this statement and related policies annually to ensure continuous improvement in the Organisation's approach to preventing modern slavery.

L) MODERN SLAVERY COMPLIANCE OFFICER

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation obligations in this regard.

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


Director of Operations -UK
27/07/2026


Managing Director – European Operations
27/07/2026