

Podium Medical Limited Modern Slavery Statement September 2023

Review Date: 22/09/24

Introduction

Podium Medical Ltd T/A Formthotics UK is committed to promoting ethical practices and ensuring that modern slavery and human trafficking have no place in our business operation or supply chain. This statement is made pursuant to the Modern Slavery Act 2015 and reflects our dedication to transparency, responsibility, and the protection of human rights.

Business Overview

Podium Medical Ltd is a micro-business, providing Formthotics, which are high quality functional foot orthoses to a wide variety of Health Care Providers, from NHS Trusts to practitioners in private practice. Whilst we are a small team, we recognise the significance of our role in preventing and addressing modern slavery, within our business operations and that of our supply chain.

Our Supply Chain

To help tackle the global issue of human trafficking and modern slavery, we recognised the importance of scrutinising our supply chain. As a micro business with a small team and a limited number of suppliers, we have made a commitment to only working with key suppliers who share our values and commitment to ethical business practices.

Risk Assessment

As a micro business, with a small workforce, we are able to conduct risk assessments to identify and mitigate the risk of modern slavery within our operations and supply chain. Our business operations do not take place in countries which are believed to have a higher threat of Modern Slavery incidences, with the majority of our business taking place in the UK. We have extensive experience of the sector we and our suppliers operate in.

Supplier Due Diligence

Our key suppliers share our vision with respect to our ethical standards and we have exercised our due diligence to assess our suppliers for compliance with ethical standards, we will continue to review this at regular intervals to ensure that this continues to be the case. We are confident that our key suppliers meet our expectations but have clear lines of communication with them should we have any concerns about any of their business practices with regards to modern slavery.

Employee Training and Awareness

All of our employees receive a full induction on commencement of their contracts and employees are aware of the risks associated with modern slavery, including information about signs of exploitation and the actions they should take should they have any concerns.

Reporting Mechanism

Employees are aware of how they can report any concerns confidentially with respect to Modern Slavery, so they are able to voice any concerns without fear of reprisal.

Continuous Improvement

We are committed to reviewing our Modern Slavery Statement at regular intervals or should a situation arise, that would require us to look at this statement before the end of the review period. We are also committed to enhancing our policies, procedures and practices to strengthen our efforts in combatting modern slavery.

Review Period

We plan on reviewing our Modern Slavery Statement annually, this is to ensure that our statement is still fit for purpose. Updates will be made at this review unless there is a need to perform this before the review date. We plan to review to reflect changes in our business, industry standards, or legislative requirements.

Summary

Podium Medical Ltd recognises our part in preventing modern slavery and human trafficking within our business and our supply chain. With effective collaboration with our suppliers, employees and stakeholders we aim to contribute to a global effort to eliminate modern slavery and human trafficking.