

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

Introduction

We are publishing this statement on behalf of Tristel Plc and its Group companies ('the Group').

Our business manufactures and sells infection prevention and contamination control products globally. We have two principal activities:

- Medical Instrument Disinfection under the Tristel brand;
- Hospital Surface Disinfection under the Cache brand; and

We are committed to operating our business in an ethical manner, and to adopting working practices to ensure slavery and human trafficking does not take place anywhere in our supply chains or in any part of our business. We also recognise our corporate responsibility to respect human rights.

Our corporate culture is embodied in three words which describe our core values, namely:

- No-nonsense;
- Considerate; and
- Energetic.

Staff are expected to act with honesty and integrity and to 'speak-up' and report wrongdoing. This statement is designed to set out the steps we have taken to ensure our business and supply chain is free from modern slavery.

Organisation's structure

Tristel Plc is controlled by the Board of Directors, which comprises three Executives, one of whom is the Chief Executive Officer, and five Non-Executive Directors.

The Group has over 225 employees worldwide and operates in 15 countries.

Our business and supply chains

Our entire business is focused on preventing the transmission of microbes from one object or person to another. Our mission is most relevant to hospitals where the risk of infection to individuals is highest. Infection prevention is a basic and fundamental requirement for the safe and effective provision of healthcare.

We use over 1,200 suppliers globally to provide the components and services required to manufacture, distribute and market our products.

Our global supply chain includes the following:

- Goods and services that we use to manufacture our products (including but not limited to raw materials, equipment, packaging materials, transportation and storage);
- Goods and services that we use for our research and development work
- Goods and services necessary to run the organisation; and
- Outsourced manufacturing operations.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our due diligence process and our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We also have a Whistleblowing Policy where staff are encouraged to raise concerns without delay, an Equal Opportunities Policy and Anti-Bribery and Corruption Policy.

Due diligence processes for slavery and human trafficking

We recognise our corporate responsibility to respect human rights. As part of our initiative to identify and mitigate risk we seek written confirmation from all suppliers that they abide by the modern slavery legislation and we request their relevant CSR policies. We are implementing processes whereby we will keep suppliers activities under constant review and apply a judgement to the risk.

The systems we have in place:

- Informally identify and assess potential risk areas in our supply chains;
- Seek to mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Seek to monitor potential risk areas in our supply chains; and
- Protect whistle blowers.

The systems we are putting place will:

- Formally identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Monitor potential risk areas in our supply chains; and
- Protect whistle blowers.

Our workforce

We are of the view that the risk of modern slavery in our directly employed workforce is low due to it being a highly skilled and paid professional workforce. Nevertheless, we recognise that there will always be potential areas of exposure for modern slavery and seek to manage these risks in a number of ways, including the following:

- We review our recruitment processes and employment practices to ensure compliance with legislation and best practice;
- We use reputable employment agencies for the supply of temporary staff;
- We give our employees employment contracts and access to our policies at the outset of their employment, which amongst other things cover Equal Opportunities, Harassment, Grievances and Whistleblowing;
- We pay our employees more than the statutory minimum and employee wages are paid directly into their bank account;
- We do not require employees to work more than 40 hours per week, any and all overtime is voluntary;
- All employees are given holiday which complies with or exceeds the statutory requirements;
- We do not engage child labour;

- We conduct regular health and safety risk assessments;
- We provide staff with appropriate PPE;
- We encourage good communications with staff;
- We encourage staff to raise concerns with senior managers without delay; and
- We have created policies and procedures to be applied within the workplace.

Supplier adherence to our ethics

As an ethically responsible manufacturing and supply company we aim to ensure that we are sourcing responsibly. We seek to work with third parties who share our values and our high ethical standards.

We are improving our systems and processes which will enable us to periodically review our supply chain to determine the level of risk associated in relation to each supplier with regard to slavery and human trafficking based on our knowledge of their country of origin and the type of product/service provided.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, the senior members of our procurement team have undergone risk awareness training.

Anti-Slavery Objectives for the forthcoming year

- To continue to review and update contractual documentation held with suppliers, including their internal policies, to ensure that anti-slavery clauses are included.
- Having experienced difficulty in supply chain mapping second tier suppliers due to confidentiality and intellectual property restrictions, we will attain details of the country of origin of supplies in order to assess the risk of modern slavery and human trafficking.

Approved by the Board,

Liz Dixon, CFO,

19 April 2024