

Intus Healthcare

Slavery and Human Trafficking) Policy

**#01 UK's
Leading**

CPAP Machine Supplier

STANDARD OPERATING PROCEDURES

MP036-2-17.01.2025

Purpose: The prevention, detection & reporting of modern slavery.

Scope: The protection of people in our organisation and supply chain



About Intus Healthcare

For 20 years, Intus Healthcare have specialised in Obstructive Sleep Apnoea and CPAP therapy. We provide a wide range of patient support literature and cater to private-paying individuals in more than 40 countries across Europe.

We also supply over 150 NHS trusts, hospitals, and sleep clinics in the UK with one of the most diverse and unique product ranges available, derived from a host of manufactures worldwide. We offer a pioneering In-Home Sleep Test service, and several e-commerce websites for the direct-to-consumer sales.

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

Intus Healthcare recognises that it has a legal responsibility to take a robust approach to modern slavery and is committed to acting ethically, with integrity and transparency in all its business dealings and to put in place all possible steps to ensure that its supply chains are free from slavery or human trafficking.

The company's approach to this is consistent with the disclosure obligations under the Modern Slavery Act 2015 and expects the same high standards from all contractors, suppliers and business partners.

Intus Healthcare has implemented and enforces effective systems and controls to ensure modern slavery is not taking place anywhere within its business or in any of the supply chains.

Scope

This policy applies to all persons working for Intus Healthcare or on behalf of the company, in any capacity, and all suppliers providing services across its supply chain or in any part of the business.

This includes employees at all levels; directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

Application

The prevention, detection and reporting of modern slavery in any part of our business is the responsibility of all employees and stakeholders.

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Additionally, specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, are included in all contracting processes with suppliers.

Suppliers are expected to hold their own suppliers accountable and responsible to the same high safeguarding standards.

Eligibility to work

Our employment procedure ensures that everyone who works with us has a legal right to work in the UK. Our due diligence means that we are not engaging anyone who has been trafficked and cannot legally work in the UK.

Products and services

We sell a wide range of branded products. In line with our own expectations, as well as those of our staff and customers, we aspire to the highest standards in these supply chains.

Notwithstanding the potential complexity and scale of third-party supply chains, we are committed to doing what is reasonably practicable to ensure that the standards are not systematically compromised. Therefore we:

- make clear to those we trade with that, as a minimum, we expect fundamental labour standards to be applied throughout their supply chains.
- work to improve visibility of our third-party suppliers and their supply chains, by periodically reviewing policies, statements and commitments.
- engage with suppliers if we are unsure if these standards are being met and work with them to help drive improvements.

We apply this overall approach to all third-party branded goods, services for our own use, and third-party partnerships. However, due to the nature of supply chains and the way they are provided, our methods to implement this approach may vary.

Communication and awareness of this policy

Intus Healthcare's approach to modern slavery is communicated to all suppliers, contractors and business partners at the outset of any business relationship with them and reinforced as appropriate thereafter.

Members of our Purchasing team receive training and guidance. All staff have access to the Safeguarding Policy which provides awareness and guidance on the topic and issues related to Modern Slavery.

Breaches of this policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

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Intus Healthcare may terminate their relationship with individuals and organisations working on our behalf or providing services if they breach this policy.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act (2015) and constitutes the company's Modern Slavery and Human Trafficking Statement for the financial year 2024.

Endorsed by

The Intus Healthcare Executive Team has approved this policy and commits to an annual review to ensure the criteria continues to be met.

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