

Modern Slavery and Human Trafficking Statement

Introduction

Roma Medical is committed to conducting business responsibly, ethically and with integrity. We have a zero-tolerance approach to modern slavery and human trafficking and are committed to ensuring that these practices do not occur within our own operations or throughout our supply chain.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps Roma Medical has taken during the financial year to prevent modern slavery, forced labour and human trafficking within our business and supply chain.

Our Business

Roma Medical is a UK-based manufacturer and supplier of mobility and healthcare equipment. We work with suppliers and business partners both within the United Kingdom and internationally to deliver high-quality products and services to our customers.

We recognise that certain sectors and geographical regions may present a higher risk of modern slavery. As a responsible business, we continually review our practices to identify, assess and mitigate these risks.

Our Supply Chain

Roma Medical sources a proportion of its products and components from overseas suppliers, including manufacturers in the Far East. We understand that global supply chains can present increased risks relating to labour standards and human rights.

To help manage these risks, we:

- Carry out regular supplier audits and site visits, where appropriate.
- Maintain ongoing relationships with key suppliers and monitor their performance.
- Expect suppliers to comply with all applicable employment, human rights and anti-slavery legislation.
- Encourage suppliers to implement appropriate policies and procedures to identify and prevent modern slavery within their own operations and supply chains.
- Reserve the right to review supplier compliance and take appropriate action where concerns are identified.

Policies and Governance

Roma Medical's commitment to preventing modern slavery is supported by a range of company policies and procedures, including:

- Modern Slavery and Human Trafficking Policy.
- Code of Conduct.
- Whistleblowing Policy.
- Recruitment and Selection Policy.
- Equality, Diversity and Inclusion Policy.
- Supplier Standards and Procurement Procedures.
- Disciplinary Procedures.

These policies promote ethical business conduct, protect workers' rights and provide mechanisms for employees and external parties to report concerns confidentially and without fear of retaliation.

Due Diligence

As part of our procurement and supplier management processes, Roma Medical undertakes due diligence proportionate to the level of risk presented by suppliers and business partners.

Our due diligence activities may include:

- Supplier questionnaires and declarations.
- Supplier audits and site assessments.
- Risk-based reviews of suppliers operating in higher-risk sectors or countries.
- Monitoring supplier performance and compliance.
- Investigating any reports or allegations relating to unethical employment practices.

Where concerns are identified, we will work with suppliers to achieve appropriate improvements. Where necessary, we will take further action, which may include suspension or termination of the business relationship.

Training and Awareness

Roma Medical recognises that employee awareness is fundamental to preventing modern slavery.

Employees receive information and guidance on recognising the indicators of modern slavery, including:

- Forced or compulsory labour.
- Human trafficking.
- Debt bondage.
- Child labour.
- Exploitation of vulnerable adults and young people.
- The use of force, coercion, threats, deception or abuse of vulnerability to obtain labour or services.

Refresher training and communications are provided periodically to ensure employees remain informed of legal developments and emerging risks.

Assessing Effectiveness

Roma Medical is committed to continuously improving its approach to tackling modern slavery. To measure the effectiveness of our actions, we will continue to monitor:

- Completion of employee awareness training.
- Supplier engagement and audit activity.
- Any reported concerns relating to labour exploitation.
- Corrective actions implemented following supplier reviews.
- Ongoing review of policies and procedures.

The Senior Management Team regularly reviews these measures and considers opportunities for further improvement.

Looking Ahead

Roma Medical will continue to strengthen its approach by:

- Enhancing supplier due diligence processes.
- Increasing engagement with suppliers on labour standards and ethical sourcing.
- Reviewing policies to reflect changes in legislation and best practice.
- Continuing employee training and awareness programmes.
- Promoting a culture where concerns can be raised openly and investigated appropriately.

We remain committed to protecting human rights and working collaboratively with our employees, suppliers and business partners to eliminate modern slavery and human trafficking wherever risks may arise.

Board Approval

This statement has been approved by the Board of Directors of Roma Medical in accordance with Section 54 of the Modern Slavery Act 2015.

Signed on behalf of the Board:

Name: John Pitt

Position: Company Director

Signature: 

Date: 07/07/2026