

# Modern Slavery Statement

## Introduction

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[cjmedical.com](http://cjmedical.com)

CJ Medical Limited (the Company 'we', 'our') is committed to preventing slavery and human trafficking violations in its supply chain, and its products in line with section 54{1}, of the Modern Slavery Act 2015 and relates to activities for the financial year ending 31<sup>st</sup> December 2026.

CJ Medical have a zero tolerance policy towards modern slavery and are committed to conducting business with suppliers who adhere to high ethical standards and comply with laws and regulations applicable to their businesses including human trafficking and slavery. All staff members are required to report their concerns to management, who are trained to take action and address these concerns.

## Organisation

CJ Medical Ltd are a marketeer and distributor of medical devices that are used in a broad range of medical specialities. As distributors, we are the final step of the supply chain prior to these products reaching the end user within the UK, Jersey and Ireland.

## Risk, Compliance and our Supply Chain

We work with several key direct suppliers who are based in Europe and Asia, CJ Medical evaluate the exposure to modern slavery occurring in its supply chain by:

- Onboarding using a structured process ensuring they abide by our supplier code of conduct policy and slavery risks are identified.
- Evaluating the risk of slavery and human trafficking by performing external audits of our suppliers.
- Creating an annual risk profile for key suppliers.
- Annually review all aspects of our supply chain based on supply chain mapping.

CJ Medical recognise that we operate in higher risk environments due to medical devices being sourced in Asia, where there is potentially greater exposure to modern slavery as a result of less developed human rights legislations.

## Healthcare Compliance Program

We are committed to acting ethically and in compliance with all applicable laws. We support our commitment through a dedicated Compliance Officer who operates a tailor-made healthcare compliance program. This program actively supports our culture of integrity and to identify and prevent violations of legal, ethical and professional standards, and company policies.

This supports CJ Medical by promoting patient safety, protecting data privacy and strengthening integrity. This program aims to:

- Identify, investigate and address potential risks in our supply chain.

## Staff Training

CJ Medical provide modern slavery awareness training to all staff members, alongside follow up training to address any changes to the Modern Slavery Act 2015 to ensure that all staff members feel confident reporting concerns. This training covers:

- What modern slavery is and how this can appear in a workplace
- What the key signs of modern slavery are and how to identify them
- The importance of awareness of modern slavery and human trafficking
- How to report and escalate potential slavery or human trafficking issues to the relevant parties within the company
- Important External UK Government Agencies and Authorities who can provide support
- The process to be followed if suppliers within the supply chain do not follow the supplier code of conduct or have a high risk scenario identified, including the instant removal from the company's supply chain

## Policies

CJ Medical have policies in place to ensure that all stakeholders are aware and compliant when addressing the risk of modern slavery and human trafficking throughout internal and external processes. We have an Employee Code of Conduct present in our Employee Handbook which is signed by all employees to show their understanding. CJ Medical also have a modern slavery awareness policy that details the following policies:

- Supplier Code of Conduct
- Human Rights and Child Labour Policy
- Child Labour Policy
- Migrant Worker Policy
- Procurement Policy
- Recruitment Policy
- Modern Slavery Awareness Training Policy
- Access to Remedy Policy

CJ Medical's Modern Slavery Awareness Statement will be reviewed regularly and edited as necessary by the Board of Directors. The Board fully endorse this policy and support the Compliance Officer in implementing this fully throughout the organisation.

**Signed on behalf of CJ Medical Limited**

*Louise Reynolds*

Louise Reynolds  
Solicitor, Director Legal