Marquardt U.K. Ltd. • The Engine House Bexley • 2 Veridion Way
Erith DA18 4AL

Modern Slavery Statement

1. Introduction

Modern slavery is the illegal exploitation of people for personal or commercial gain. It takes various forms, such as slavery, servitude, forced and compulsory labour, debt bondage and human trafficking, often in horrendous conditions from which the victim cannot escape. All of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Businesses have a key part to play in the effort to tackle this crime and protect vulnerable workers from exploitation. Marquardt UK Ltd have a zero tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chains.

Section 54 of the UK Modern Slavery Act (2015) requires commercial organisations that operate in the UK and have an annual turnover above £36m to produce a Slavery and Human Trafficking statement each year.

2. Statement

We do not have an annual turnover above £36m, so therefore are not required under this legislation to produce a yearly statement. However, we choose to voluntarily produce a statement.

This statement relates to the company financial year ending 31st December 2025

The Modern Slavery Act specifically states that any statement must include 'the steps the organisation has taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains, and in any part of its own business'

We cannot guarantee that the entire supply chain is slavery free, and this is not a requirement, but we will demonstrate the steps we have taken to assess risk and mitigate those.

3. Organisational Information

Marquardt UK Ltd operates as a UK distributor of orthopaedic implants, surgical instruments and associated medical equipment.

Our products are manufactured by our parent company in Germany and supplied to healthcare providers throughout the United Kingdom.

Our business activities include product distribution, inventory management, consignment stock arrangements, surgical instrument loan services and customer support.

4. Our Supply Chain and Procurement

Marquardt UK Ltd works with 13 direct suppliers, primarily based in the United Kingdom and Germany.
The vast majority of our medical products are manufactured and supplied by our German parent company, Dieter Marquardt Medizintechnik GmbH. Marquardt UK Ltd primarily focuses on the distribution of these products within the United Kingdom.
In addition to products supplied by our parent company, we source a limited range of supplementary products, surgical instruments and equipment from third-party suppliers, as well as services supporting our day-to-day business operations.
Our wider supply chain may include the sourcing and processing of medical-grade materials, component manufacturing, finishing, packaging, sterilisation, transportation and distribution services.
We are committed to conducting our business responsibly and recognise the importance of preventing modern slavery and human trafficking within our operations and supply chains.
When selecting suppliers, we take into account relevant factors such as their geographical location, the nature of the products or services provided and any potential risks identified. Where appropriate, additional information may be requested from suppliers, and further checks or audits may be considered on a case-by-case basis.
While our direct supply chain is predominantly based in countries generally considered to present a comparatively lower risk of modern slavery, we recognise that potential risks can exist at all levels of the supply chain.
We expect our suppliers, contractors and business partners to comply with applicable laws and to uphold responsible and ethical business practices.

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5. Areas of risk identified within the business and supply chain

Supplier risk assessment:
We conduct an annual risk assessment of our suppliers in relation to Modern Slavey using the following process:

- The risk level is determined using the scale according to the global slavery index. https://www.globalslaveryindex.org
- This is cross referenced with the list of goods from the US department of Labour that have been identified to be at higher risk of being produced by child or forced labour. https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods
- Then the sector is checked against the ILO's Global Estimates of Modern Slavery

Findings:

Tier 1
All 13 of our Tier 1 suppliers are currently assessed as low risk, and no medium or high-risk suppliers have been identified. Because of the nature of our organisational structure and the concentration of our supplier base in the United Kingdom and Germany, the risk within the business and supply chain for Tier 1 is identified as low.

This risk level will be reviewed yearly and reported on.

Tier 2

We have not reviewed our Tier 2 Suppliers this year, but this will be introduced over the next 12 months.

6. Policies and Processes relating to Modern Slavery

The following company policies support our Modern Slavery due diligence:

- Ethical Trading, Human Rights and Labour Standards Policy
- Code of Ethics
- Supplier Audit
- Supplier Code of Conduct
- Whistleblowing/ Anti Bribery – Company Handbook

KPIs

We will use key performance indicators (KPIs) to measure how effective our actions are to identify and address modern slavery practices in any part of our operations and supply chains have been.
Below are the key performance areas that we assess:

1. Policies
2. Risk Assessments
3. Due Diligence
4. Training

Against each of these focus areas we have developed KPIs that are used to assess the effectiveness of our actions. These include:

1. Update of the Modern Slavery Statement and review of supporting policies annually
2. Annual Supplier modern slavery risk assessment
3. The number of modern slavery cases identified and remediated
4. Completion rates for modern slavery awareness training

Over subsequent reporting periods, we will continue to review and enhance these KPIs and develop further metrics to assess the effectiveness of our actions, in line with continuous improvement.

7. Training of employees around Modern Slavery

We recognise the importance of ensuring that employees understand the risks associated with modern slavery and know how to report potential concerns.

We are reviewing our existing internal reporting arrangements to ensure that employees have a clear route for raising concerns relating to unethical employment practices, exploitation or suspected modern slavery.

We also intend to review appropriate awareness and training requirements for employees whose responsibilities involve procurement, supply chain management and supplier relationships.
Any suspected instances of modern slavery will be treated seriously and escalated appropriately, with consideration given to the safety and welfare of affected individuals.

8. Reporting

If a case of Modern Slavery is suspected, then the following is advised.
A suspected victim of modern slavery is not to be confronted directly as this may endanger them.
If an immediate risk to life, then call the local emergency number (e.g. 911 in the US, 112 in Europe, 999 in the UK), then contact the national helpline or report it online.

Helplines and On-line Reporting

Country	Helpline	Phone	Internet
EU	Anti-trafficking Hotline	112	https://help.unhcr.org/hungary/wp-content/uploads/sites/86/2022/04/trafficking-hotlines.pdf
UK	Modern Slavery Helpline	08000 232 700	https://www.modernslaveryhelpline.org/report
US	National Human Trafficking Hotline	1-888-373-7888	https://humantraffickinghotline.org/en/report-trafficking
Australia	Australian Federal Police (AFP)	000	https://forms.afp.gov.au/online_forms/report-commonwealth-crime?type=ht

Employees are required to take their suspicions to their line manager and also have access to a whistleblowing process.

If there are concerns around modern slavery with any of our suppliers, we will first look to work with them to remedy the situation with an improvement action plan implemented and more rigorous auditing of the organisation. If the response from any of our suppliers seems inadequate and appropriate measures are not put in place to address coercion, threat, abuse, and exploitation of workers, then we would look to give that company more support, guidance and incentives to tackle the issue. This could include working with at-risk suppliers to provide training, messages and business incentives or guidance to implement anti-slavery policies.

If modern slavery is identified or suspected, and resolution is not possible with the supplier, then we will engage with local Non-Governmental Organisations, industry bodies, trade unions or other support organisations to attempt to remedy the situation. If warranted, we will contact local government and law enforcement bodies. Our approach will always consider the safest outcome for the potential victims while also remember the economic influence and control which the organisation holds over those who may be committing these crimes.

9. Breaches

Any employee who is in breach of our polices related to this statement will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
Any suppliers, individuals or organisations working with us, or on our behalf, who breach our polices related to this statement may have their relationship or contract with us terminated.

10. Responsibility

Responsibility for overseeing our approach to modern slavery rests with the managing director of Marquardt UK Ltd.

11. Review and Communication

This statement will be reviewed by senior management, signed by a director or equivalent and then published on our website. Internally it will be sent to all employees and made available to our supply chain and other interested stakeholders.

12. Board / Senior Management Approval

SIGNED: 

NAME: Moreno Baldino

JOB TITLE: Director

DATE: 05.11.2026