Voluntary Modern Slavery and Human Trafficking Statement

RMS International Group Ltd. and its subsidiaries

Financial year ending: 31 May 2027

1. Introduction and voluntary commitment

This statement is made by RMS International Group Ltd. (Company Number 15852327) on behalf of itself and its wholly owned subsidiaries RMS Medical Supplies Ltd. (Company Number 10300940) and Oxford Meditech Ltd. (Company Number 04544686), together referred to as "RMS", "the Group", "we" or "our".

As our annual turnover is currently below the £36 million threshold, we are not legally required to publish a statement under section 54 of the Modern Slavery Act 2015. We nevertheless choose to publish this statement voluntarily. We regard the prevention of modern slavery, forced labour and human trafficking as a fundamental part of acting ethically and with integrity in all our business relationships, and we recognise the particular responsibility we hold as a supplier to public-sector bodies.

This is our first modern slavery statement and covers the financial year ending 31 May 2027. It sets out the steps we have taken to date and those we intend to take over the remainder of the period to seek to ensure that modern slavery and human trafficking are not taking place within our own business or our supply chains. It has been prepared with regard to the six areas of disclosure recommended in the Act and accompanying Home Office guidance.

2. Our organisation, structure and business

RMS International Group Ltd. is the parent company of the Group and is registered in England and Wales, with its registered office at 50 Victoria Road, London N22 7XD and its principal trading address at Unit 105 Greenside House, 50 Station Road, London N22 7DE. The Group has two wholly owned subsidiaries, both registered in England and Wales at 187 High Road Leyton, London E15 2BY: RMS Medical Supplies Ltd. and Oxford Meditech Ltd.

We are a distributor of medical devices, medical science equipment and life science equipment, and a provider of engineering services to the medical radiation industry. Our product portfolio spans medical imaging and radiation oncology systems, in-vitro diagnostic (IVD) laboratory equipment and life science solutions, together with related accessories and ancillary equipment, which we supply on behalf of established international manufacturers. We supply customers across both the public and private sectors in the United Kingdom, including healthcare providers, clinical and diagnostic services, laboratories and other medical and scientific institutions.

We are a small organisation headquartered in London with a predominantly Europe-based workforce, a proportion of whom work remotely.

3. Our supply chains

Our supply chains fall broadly into two categories:

Our upstream supply chain consists principally of the international manufacturers whose medical imaging, radiation oncology, diagnostic, life-science and related equipment we distribute. Manufacturing and component sourcing for this equipment can extend across multiple countries and tiers, including regions where the risk of labour exploitation is higher than in the UK.

Our operational supply chain consists of the goods and services we procure to run our own business, such as logistics and freight, professional services, IT, facilities and office supplies. This category is predominantly UK-based and lower-risk, though we recognise that risk can exist in areas such as transport, cleaning and manufactured goods.

Because we distribute rather than manufacture, our most significant potential exposure to modern slavery lies deeper in the supply chains of our manufacturing partners, beyond our direct (tier-one) relationships. Our due diligence is designed with this in mind.

4. Our policies in relation to slavery and human trafficking

We operate a suite of policies and procedures that together set out our expectations and commitments in relation to ethical conduct and human rights, including:

- **Sustainability and Ethical Procurement Policy**, which commits the Group to preventing modern slavery and human trafficking across our business and supply chain, to proportionate supplier due diligence, and to expecting our suppliers to uphold equivalent standards.
- **Supplier due diligence and audit process** (see section 5), through which labour and human-rights standards are assessed.
- Our wider governance framework, including our quality management system (aligned to ISO 9001:2015) and our legal and regulatory register, within which modern slavery obligations are tracked and reviewed.

We expect all directors, employees and workers to uphold these commitments, and we expect our suppliers, manufacturers and business partners to do likewise.

5. Due diligence processes

Supplier due diligence is central to our approach. We operate a documented supplier audit process under which suppliers and manufacturers are assessed against internationally recognised ethical, labour, environmental and quality standards. Key features include:

- **Assessment against recognised standards.** Suppliers are assessed against the requirements of the Modern Slavery Act 2015, the ILO Core Labour Standards and the UN Guiding Principles on Business and Human Rights, as well as relevant quality and environmental criteria.
- **An international benchmark.** Because many of our manufacturers operate outside the UK, our audit makes clear that suppliers are expected to meet equivalent internationally recognised standards as a minimum. Where local law falls below these international standards, the international standard applies.

- **Contractual expectations.** Where practicable, we incorporate expectations relating to ethical labour practices and anti-slavery compliance into our supplier arrangements and reserve the right to review, and ultimately to cease working with, suppliers who fail to meet our standards.
- **Ongoing review.** Supplier assessments are reviewed on a periodic basis and revisited where circumstances change, so that our understanding of a supplier's practices is kept current rather than assessed only at onboarding.

At onboarding, our supplier questionnaire asks suppliers whether they are taking steps to identify and mitigate modern slavery risks within their own organisation and supply chain, and requests a copy of their modern slavery statement where applicable. Supporting documentation is mandatory for the areas covered, and supplier declarations are independently verified through our supplier audit process rather than accepted on a self-certified basis. Where a supplier is not yet taking such steps, we ask them to commit to working with us to establish key performance indicators (KPIs) to identify, monitor and reduce those risks. Any modern slavery concerns identified through audit are managed through our corrective action process, including opportunities for improvement, non-conformances and supplier corrective action requests as appropriate.

We recognise that visibility beyond our tier-one manufacturers is inherently more limited, and we treat improving that visibility as an area of continuing development rather than a solved problem.

6. Risk assessment and management

We assess modern slavery risk with reference to the nature of our supply chains rather than treating all suppliers as equivalent. We consider our own UK operations and workforce to be low risk, given a small, directly employed and predominantly office- or field-based team paid at or above statutory rates.

We consider the higher-risk element of our profile to be the extended manufacturing supply chains of the equipment we distribute, particularly at lower tiers and in higher-risk geographies. Our supplier audit process is our principal tool for identifying and managing this risk, supported by our procurement decisions and our engagement with manufacturers.

Modern slavery risk is recorded within our legal and regulatory register and considered as part of our risk and opportunity management under our quality management system, with procurement holding day-to-day ownership and oversight at management level.

7. Measuring effectiveness

As a small organisation, we take a proportionate approach to measuring the effectiveness of our efforts. Indicators we use, or intend to develop, include:

- The proportion of relevant suppliers and manufacturers assessed through our supplier audit process.
- Completion and periodic review of modern slavery and ethical-labour assessments for active suppliers.
- The absence of identified incidents, credible allegations or enforcement findings relating to modern slavery within our business or direct supply chain.

- Progress against improvement actions identified through management review.

We review these indicators as part of our management review process and use them to identify where our approach can be strengthened. To date we have not identified any instances of modern slavery within our business or supply chain, and we will continue to monitor throughout the period covered by this statement.

8. Training and awareness

We seek to ensure that staff involved in procurement and supplier management understand modern slavery risks, how to recognise potential indicators, and how to escalate concerns. As part of our continued development, we intend to formalise and refresh modern slavery awareness for relevant personnel on a periodic basis, proportionate to the size of our organisation.

9. Approval

This voluntary statement has been approved by the Managing Director of RMS International Group Ltd. and will be reviewed and updated annually, or sooner following any significant change in our business or supply chains.

Signed:

Ramis Gunduz, Managing Director
For and on behalf of RMS International Group Ltd. and its subsidiaries

Date: 07/08/2026