

Modern Slavery and Human Trafficking Statement

Introduction

We the Directors of Caltag Medsystems Ltd, company registration number 4162330, (the “Company”) recognise we maintain relationships with many different organisations in our supply chain, as well as employing staff at our office and bringing on contractors as and when required. In the light of the general law on employment and human rights and more specifically, the Modern Slavery Act 2015, we have reviewed our existing compliance and risk management processes to determine what extent measures already exist and what further measures we may need to put in place to prevent slavery and human trafficking taking place in any part of our business or in our supply chains.

Modern slavery is a criminal offence under the Modern Slavery Act 2015. Modern slavery can occur in various forms, including servitude, forced or compulsory labour and human trafficking. All of these forms involve the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain.

This statement governs all our business dealings and the conduct of all persons or organisations with whom we contract directly or who we appoint to act on our behalf. We expect all who have, or seek to have, a business relationship with the Company to familiarise themselves with our anti-slavery values and documentation and to act at all times in a way which is consistent with this.

Purpose of this policy

This policy aims to prevent opportunities for modern slavery to occur within our businesses or supply chain. This policy’s use of the term “modern slavery” has the meaning given in the Act.

We have a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships. We use all reasonable endeavours to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own businesses or those of our suppliers.

Our business structure

We have been in operation since the 2001, providing central services including but not limited to, product distribution, manufacturing (Cytomark and Cellworks divisions), contract research services and product development.

The Company is a leading distributor in the UK and Irish Bioscience Markets with a strong track record of developing sales in pharmaceutical, biotechnology, clinical and academic accounts. We have supplier contracts with all leading pharmaceutical and biotechnology companies, universities and hospitals in the

UK. The Company works through carefully selected alliances with companies and suppliers of complimentary products worldwide.

We are aware that we have an international supply chain with direct and indirect sourcing by employees from a range of different suppliers and manufacturers. However, our suppliers are mainly based in the UK, USA and Europe.

Our anti-slavery values

As part of our culture of good governance we operate to a set of core values which reflect our relationships with our principal stakeholder groups: customers, manufacturers, shareholders, suppliers and team members. Our values for all our business relationships, reflect our attitude against the exploitation of individuals in any form, and more particularly the offences under the Modern Slavery Act 2015.

Steps for the prevention of modern slavery

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect these same high standards from all of our contractors, suppliers and other business partners.

We are evolving and updating our contracting processes to include specific questions and disclosure of our suppliers in order that we can do all that is reasonable to prohibit the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect our suppliers to hold their own suppliers to the same high standards.

All of our team member, including employees and contractors are obliged to familiarise themselves with our procedures to help us identify and prevent modern slavery and to ensure that we can conduct business in a manner consistent with the Modern Slavery Act 2015. Strict adherence to this policy forms part of all team members' obligations under their contract of employment or individual contractor agreements.

Prior to approving a supplier within our supply chain we undertake a detailed Supplier Approval Questionnaire to ensure a supplier meets our regulatory requirements, including an assessment under the Modern Slavery Act.

We are conscious that we supply human tissue as part of our business and are stringent as part of this Supplier vetting process to ensure the suppliers we use comply with the Stockholm Protocol or Good Clinical Practice.

We undertake annual reviews of our approved suppliers to ensure they continue to meet such requirements. As part of this review we undertake a risk assessment and will continue to do so of the supply chains we use in order to ensure we can be consistent with the prohibition of modern slavery.

Whilst recognising our statutory obligation to set out the steps we have taken to ensure that modern slavery and human trafficking is not taking place in our supply chains, we acknowledge that we do not control the conduct of individuals and organisations in these chains. We will take all reasonable steps to comply with this policy but are not able to control our suppliers' activities if these are not disclosed to us. However, to

underpin our compliance with practical steps, we intend to adopt the following measures:

- Conduct risk assessments to determine which parts of our business and which of our suppliers are most at risk of modern slavery so that efforts can be focused on those areas.
- Engage with our suppliers to convey our Anti-Slavery Policy and to gain an understanding of the measures taken by them to ensure modern slavery is not occurring in their businesses, to include requesting suppliers Modern Slavery Act Statements, supplier questionnaires and details on their contractual procedures to prohibit modern slavery in their supply chains.
- Where appropriate, as part of our risk assessment, tender or contractual process we may need to introduce additional contractual provisions for our suppliers to confirm their adherence to this Policy and accept our right to audit their activities and relationships (where practicable), both routinely and at times of reasonable suspicion.
- From the financial year 2016 we will include in the directors' report accompanying our annual financial statements a reference to the Company's Modern Slavery and Human Trafficking Statement, which will be presented on our website during the course of 2017.

Responsibility for the policy

Ultimate responsibility for the prevention of Modern Slavery rests with the Board of Directors. The Board of Directors have overall responsibility for ensuring this policy and its implementation complies with our legal and ethical obligations.

Team leaders at all levels are responsible for ensuring those reporting to the Board of Directors understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery.

Actions to report modern slavery or human trafficking

Our Whistleblowing Procedure is intended to provide guidance on how concerns can be communicated to the Company. If an employee has any concerns regarding suspected modern slavery associated with the Company or our suppliers, they should use the Whistleblowing Procedure to report it to us. The Whistleblowing Procedure may be found in the Policy section on our website.

In summary, team member should approach either their line manager, equivalent senior leader or if the matter is extremely serious then a director of the Company should be approached. The nature of the complaint will determine the Company's next course of action.

Safeguards

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under

this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

An employee will be protected from any detrimental treatment if they raise a concern of modern slavery as long as it is done in good faith. Any claims or allegations made which are found to be malicious will result in disciplinary action being taken against the individual.

Communication and awareness of this policy

Our zero-tolerance approach to modern slavery will be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Review

Following its initial adoption, this Modern Slavery Statement will be reviewed by the Company's Board of Directors on a regular basis (at least annually) and may be amended from time to time.

Signed.....

Print Name.....*T. J. A. ...*

Position*CEO*.....

Date: *8th June 2017*

Next Review Date: *June 2018.*