

Modern Slavery and Human Trafficking Statement

This modern Slavery and Human Trafficking statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31st December 2025.

Rhodes Pharma and its subsidiary Rhodes Health are committed to preventing modern slavery and human trafficking in all its business activities. Our policy is to ensure that all our business practices comply with relevant legislation and international standards including the Modern Slavery act 2015. We are committed to promoting responsible business practices and ethical conduct in our operations and require our supply chain to comply with our values.

Organisational Structure

Rhodes Pharma is a privately owned independent company. We operate our business in the healthcare sector and our activities include the manufacture and distribution of medical devices

We follow Quality Management system ISO13485 ensuring we follow standard operating procedures and good practice and that we comply to all regulatory requirements.

We operate in the UK and Europe and supply other UK wholesalers and the NHS.

Our supply chains are predominantly based in the UK or Ireland.

Our own branded products are predominantly manufactured in the UK.

Policies

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Labour Standards policy
- Anti-harassment and Anti-Bullying policy
- Equality, Diversity, and Inclusion Policy
- Modern Slavery and Human Trafficking Statement
- Environmental Policy for Reduction of carbon Footprint.

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

To monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- To identify and act on potential risks in our business and supply chains we conduct supplier risk assessments every six months and for any new supplier.
- The risks are prioritised and ranked in importance and measures taken to reduce the risk.
- To monitor and assess our new suppliers we send out Supplier Verification Forms. These address company policy and operating procedures. We require companies to confirm good distribution practices and operating procedures together with demonstrating policies on labour standards and modern slavery. The purpose is to ensure that the supplier follows good standards throughout their operation and shares our commitment to ethical business practices.
- We provide a confidential reporting mechanism for employees and partners to report any concerns or suspicions of modern slavery and human trafficking. Our employees are trained to be aware of risk factors and to be vigilant in our operating practices.

Risk and Compliance

Within our business activities most suppliers are based within the UK and Ireland and are subject to UK standards of operation. We establish a relationship of trust and integrity with our suppliers based on respect and reputation. Therefore, we consider our supply chain to be of overall low risk for modern slavery and human trafficking.

Our manufacturing sites are predominately in the UK and Ireland. We work with our suppliers to investigate tier 2 of our manufacturing supply chain and ensure that they share our values on ethical and environmental issues. We expect them to comply with health and safety and environmental standards. Many of our tier 2 suppliers are large multinational companies with well documented social and environmental policies.

We are a small company, and we believe that our employees are our most valuable asset. We strive to create a positive working environment which supports their health safety and well-being. As such our potential to be involved with modern slavery and human trafficking is extremely low risk. We realise however that we operate in a much larger supply chain where there are potential risks of modern slavery and human trafficking.

We will promptly investigate any reports or suspicions of modern slavery or human trafficking in our supply chain and take appropriate action including ceasing business activities if any such activity is identified.

Effectiveness

We are working to identify Key Performance Indicators so that we can better measure how effective our current policies are in preventing modern slavery and human trafficking in our own business and our supply chain.

We are working with our suppliers to investigate our supply chain in greater scope.

We would like to be able to assess how effective our preventative measures are within the supply chain and we are investigating how best the business can monitor the effectiveness over the next financial year.

Training our staff

We train our staff to recognise signs of modern slavery and human trafficking both in the workplace and in dealings with suppliers and goods received from suppliers.

We operate under the guidelines of ISO13485 and GDP guidelines.

Training is in place for the confidential reporting procedure to allow staff to report any concerns or suspicions for modern slavery and human trafficking or other labour standard issues.

Next steps

We believe that our commitment to preventing modern slavery and human trafficking is critical to our success as a business and our responsibility to society. We will continually review and update our policies and procedures to ensure that we remain fully compliant with all relevant legislation and international standards, and that we are taking all necessary steps to prevent modern slavery and human trafficking in our business operations.

We will work to identify ways in which we can measure how effective our preventative measures are in preventing modern slavery and human trafficking.

APPROVAL SIGNATURES

Title	Name	Signature
Director	Iqbal Moosa	
Director	Allison Moosa	