

## Annual Modern Slavery Policy Statement 2025

### **INTRODUCTION**

This statement is made on behalf of Litechnica Ltd pursuant to the section 54(1) of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement.

This statement outlines the steps we have taken as a business to identify and prevent slavery and human trafficking in our own operations and supply chains. We understand our responsibilities and are committed to improving our practices to combat slavery and human trafficking.

### **OUR BUSINESS**

Litechnica is the UK's leading supplier of medical ophthalmic lasers, with 700+ installations to our credit. Litechnica's head office is UK based in Hillingdon, Middlesex. We employ field engineers based around the UK, who carry out service maintenance visits and emergency fault calls for our nationwide customer base.

### **OUR SUPPLY CHAINS**

Litechnica have direct relationships with a number of suppliers based in the UK, Europe and also internationally.

### **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business and in our supply chains. Our Modern Slavery Policy is reviewed annually.

### **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify, monitor and mitigate against industry risk, business transaction risk and risk in the countries in which we operate, we have in place policies and systems across our business and our supply chains to:

- Identify inappropriate employment practices;
- Identify, assess and monitor other potential risk areas;
- Mitigate the risk of slavery and human trafficking occurring;
- Investigate reports of Modern Slavery.

### **SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

We have a zero tolerance approach to slavery and human trafficking. To ensure all those in our supply chain comply with our values, we operate in line with principles of responsible sourcing, including paying employees at the prevailing minimum wage applicable within their relevant country of operations.

All suppliers will be asked to complete a due diligence questionnaire on an annual basis.

### **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and in our supply chains, we provide relevant in-house training to our colleagues.

**NEXT STEPS**

Raise awareness of the Modern Slavery Policy with our employees and suppliers.  
Training for employees as necessary.  
Integrate any learnings from Covid-19 into our future policy.

**PERFORMANCE INDICATORS**

We have introduced the following key performance indicators (KPIs) in relation to the Modern Slavery Act 2015. The indicators and activities are reviewed at least annually.

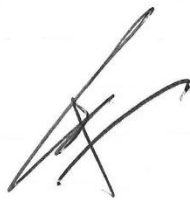
- Supplier Engagement – all our suppliers must agree to our supplier code of conduct
- Modern Slavery Training – All new and existing employees and contractors complete the compulsory Modern Slavery training. Procurement staff receive ongoing updates and notifications regarding business and human rights, and specifically Modern Slavery.

**STATEMENT**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Modern Slavery Statement for the year ending 31<sup>st</sup> December 2024.



Signed by Debbie Walters, Company Secretary



Approved by Clive Ellis, Managing Director

on behalf of Litechnica Ltd

22 January 2025