

# MODERN SLAVERY STATEMENT

## ORGANISATION

This statement applies to all companies within and associated to The Ortus Group.

## ORGANISATIONAL STRUCTURE

The Ortus Group is a technology-based company with many years' experiences in providing specialist products and solutions for the Mission Critical Emergency Services Industry and other related markets. They have an extensive portfolio including separate facilities to include Telematics, Medical, Asset Finance and MedServ which allows The Ortus Group to remain fluid and reactive.

Their high calibre management team will provide continual commitment and professionalism. The Ortus Group will be the leading edge of innovation to ensure that their clients have the best products available to optimise their operational effectiveness. The Organisation is controlled by a Board of Directors.

The labour supplied to The Ortus Group in pursuance of its operation is wholly carried out in the United Kingdom, within various regions of the UK.

## DEFINITIONS

The Ortus Group consider that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- Being dehumanised, treated as a commodity, or being bought or sold as property
- Being physically constrained or to have restrictions placed on freedom of movement.

## COMMITMENT

The Ortus Group acknowledges its responsibilities in relation to talking modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Ortus Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Ortus Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involved itself in slavery, servitude and forced or compulsory labour.

No labour provided to The Ortus Group in pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Ortus Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment

legislation in the UK and in many cases exceeds those minimums in relation to its employees.

As an equal opportunities' employer, The Ortus Group is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff. The Ortus Group wants all its staff to feel confident that they can expose wrongdoing without any risk to themselves.

The Ortus Group recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment.

## SUPPLY CHAINS

In order to fulfil its activities, The Ortus Group's main supply chains include those related to the supply of medical monitoring systems and asset monitoring systems including the devices and consumables/parts for the repair or servicing of the supplied devices. We are various suppliers both in the UK, EU, and China. We understand that The Ortus Group's first tier suppliers may be intermediary traders and therefore have further contractual relationships with lower tier suppliers.

Our supply chains are limited, and we procure goods and services from a restricted range of UK and overseas suppliers.

## POTENTIAL EXPOSURE

In general, The Ortus Group considers its exposure to slavery/human trafficking to be a low risk and its highest risk of exposure would be from its supply chain because it may involve the provision of labour in a country where protection against breaches of human rights may be limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/p or services to it.

## STEPS

The Ortus Group carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Ortus Group has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, The Ortus Group has taken the following steps to ensure that modern slavery is not taking place;

- Continually review supply chains/supplier contracts and carry out risk-based assessments to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery

- Review the Modern Slavery and Human Trafficking Statements published by our key suppliers

## POLICIES

The Ortus Group has the following policies which further define its stance on modern slavery

- Whistleblowing procedure
- Bullying & Harassment policy
- Equal Opportunities policy
- Recruitment & Selection process

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

This statement was approved by the Business' Board of Directors: June 2024



**John Rumsey**  
**Executive Chairman**  
**The Ortus Group**