

Environmental Policy

TG Eakin Limited manufactures Ostomy and Wound Care products in Comber, Northern Ireland and supplies the market both directly and via selected distributors throughout the world. Our focus will always be on great service, quality, innovation, ethical and environmental performance and being socially responsible in all we do. The excellence of our products brings significant use and care benefits to end users, and we are proud of our contribution to this personal well-being and dignity.

TG Eakin operates an Environmental Management System (EMS) in compliance with the requirements of ISO14001:2015.

We understand the impact our business has on the environment and we have identified significant **commitments** which include but are not limited to:

- ✓ Protecting the environment
- ✓ Understanding and fulfilling our compliance obligations
- ✓ Minimising waste as a result of our operations
- ✓ Being cognizant of waste management for the end of product life
- ✓ Segregating and recycling waste from our manufacturing operations
- ✓ Being efficient in our use of energy resources for all our operations - manufacture through to distribution
- ✓ The careful storage, use and handling of any necessary chemicals, ozone depleting substances and liquids which have potential to cause pollution
- ✓ Ensuring that those working on our behalf adhere to the high standards we maintain ourselves

We are committed to continual improvement of our environmental management system and hence our environmental performance. We are committed to prevention of pollution as a result of our activities and to minimising the level of emissions that arise as a result of the normal business activities of the company.

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We are committed to complying with all relevant environmental legislation and other requirements as they arise. The company recognises that legislative requirements and industry codes of practice are a minimum level of performance and it is the intention of the company to exceed these requirements where practicable.

We recognise the importance of training and education of all employees in environmental management controls across our business; it is integral to our EMS that staff understand the impact they have as individuals, and the impact their actions have on the environmental performance of the organisation and indeed the sustainability of the planet itself.

We will set environmental objectives, monitor our progress towards these and formally review our environmental performance on an annual basis.

This Policy is communicated to all persons working for and on behalf of TG Eakin internally and externally. The policy will also be made available to all via the company website: www.eakin.eu

This policy will be the subject of annual top-level Management Review and updated periodically.

Signed: _____



Date: _____

22 June 2018

Jeremy Eakin
Managing Director

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Eakin Investments Limited – Group Statement of compliance with The Modern Slavery Act 2015

INTRODUCTION FROM THE BOARD OF DIRECTORS

The Eakin Group (consisting of Eakin Investments Limited and its Subsidiary Companies) is committed to ensuring that exploitation with regards to any form of slavery or human trafficking is eliminated from society. As well as adopting responsible and ethical practices throughout our business units, we have also made a conscious commitment to ensuring that our business, including the wider supply chains, are investigated to address previously unidentified concerns with respect to the requirements of The Modern Slavery Act 2015.

ORGANISATION'S STRUCTURE

The Eakin Group consists of several wholly owned subsidiaries engaged in the manufacturing and distribution of ostomy and wound care appliances and surgical instruments. Eakin Investments Limited is the ultimate parent company of TG Eakin Limited, Pelican Healthcare Limited, Eakin R&D Limited, Pelican Feminine Healthcare Limited (and its subsidiary Single Use Surgical Inc), Eakin Japan KK and Respond Healthcare Limited and this corporate statement of compliance is valid and effective for all wholly owned subsidiaries of the parent company.

The Eakin Group operates inside and outside of the United Kingdom. The companies within the Eakin Group have a combined annual turnover in excess of £36m.

OUR BUSINESS

Our business is organised into three principal business areas: Ostomy and Wound Care manufacturing, Surgical Instruments manufacturing, and distribution of Ostomy and Ancillary Care Products.

OUR SUPPLY CHAINS

Our supply chains include the sourcing of raw materials, subcontracted manufacturing activities and distribution networks related to the manufacture of medical appliances and surgical instruments. A significant proportion of our manufacturing is carried out in-house under direct management control.

OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

The Eakin Group is endeavouring to ensure that there is no slavery or human trafficking in our supply chains or in any part of our business. Our policy reflects our commitment 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 are not taking place anywhere in our businesses or in our supply chains.

STEPS TAKEN TO MANAGE RISKS ON SLAVERY AND HUMAN TRAFFICKING

The steps that have been taken during the financial year to ensure that slavery and human trafficking are not taking place in any of the Eakin Group's supply chains, or in any part of its business include:

1. We continue to monitor our business units and supply chains to identify any potential areas of non-compliance or exposure.
2. We have designated personnel within the Group who oversee the Regulatory function to verify that adequate controls are in place and enforced.

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3. We have ensured that all Group companies operate strict recruitment, selection and employment practices with fair, ethical and non-discriminatory employee practices regulated by our Human Resources department.
4. We have verified that all Group employees are eligible to work within their region of employment and that they are paid standardised wage rates and our appropriate benefits package with full access to grievance procedures. The Eakin Group does not operate any zero-hour contracts.
5. We have made clear our expectations of business behaviour, with regards to national or international supply chains, and we have indicated that we expect our suppliers to have suitable anti-slavery and human trafficking policies and processes.
6. We have continued the process of obtaining confirmation of compliance to the requirements of The Modern Slavery Act 2015 from all suppliers, contractors and subcontractors including confirmation that they can find no evidence of concerns within their business or supply chains.

SUPPLIER ADHERENCE TO OUR VALUES

The Eakin Group does not tolerate slavery and human trafficking. We expect all parties in our supply chain to comply with our values. We actively seek confirmation from our supply chain third parties (UK and overseas) that they comply with local labour laws and regulations.

We have continued the process of reviewing and revising our terms and conditions of supply within the supply chains.

We have completed some supplier audits covering the ethical considerations of procurement strategy for the Group and we have included detailed compliance questions on the onsite supplier audit checklists.

BOARD OF DIRECTORS' RESPONSIBILITIES

The Board of Directors understands its responsibilities and Group employees receive instructions and guidance, as needed, to fully understand their responsibility to be alert to the risks in our business and in the wider supply chains. Staff are instructed to report concerns, with management being tasked with the expectation of the Board of Directors that they take appropriate action.

We have put in place appropriate frameworks to encourage the reporting of concerns and to ensure the protection of whistle blowers.

ENDORSEMENT

This Statement is made in compliance with section 54(1) of the Modern Slavery Act 2015 and constitutes the Eakin Group's slavery and human trafficking statement for the financial year ending 31st March 2018. The statement was approved by the Board of Directors on 21st June 2018.

Signed on behalf of the Board of Directors:

