

Modern Slavery Statement

This statement applies to Medisoft Limited. The information included in the statement refers to the financial years 2026-2027.

Commitment

We are committed to improving our practices to combat slavery and human trafficking. We recognise that slavery and human trafficking is a real yet hidden issue in our society. We will not tolerate slavery and human trafficking in our business or supply chain. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to reduce the risk that any form of slavery is taking place in our own business or supply chains.

Organisation Structure

Medisoft Limited is a limited company registered in England and Wales (registered number 03318478) and are a leading provider of ophthalmology electronic medical record systems used by over 150 NHS hospitals in the UK.

Our parent company is Heidelberg Engineering Group whose headquarters are in Germany and has operations based in the UK, USA, Australia, Switzerland, Finland and France.

Due the nature of our products, our business operations are predominantly in the Software Development sector, and we additionally provide professional services including project management, customer support, service delivery and implementation.

We provide services to a range of private and public sector organisations across the world, such as NHS Trusts and private hospitals.

Definitions

Medisoft considers 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 restriction placed on freedom of movement.

Our supply chain

Due to the nature of our business, we self-assess as having a low risk of modern slavery in our business and supply chains.

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

We commit to evaluating any instances of non-compliance in our supply chain on a case-by-case basis and to carry out any remedial action where necessary.

Relevant Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include:

- **Recruitment** – we operate a robust recruitment process, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- **Speak Up** – our whistleblowing policy ensures that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisal.
- **Health and Safety** – this policy sets out our approach to ensure we provide a healthy working environment for our staff and contractors that work out of our premises.
- **Equality Diversity & Inclusion** – promoting our commitment to a diverse and inclusive workplace
- **Dignity at work** – defines our zero-tolerance stance on bullying, harassment and victimisation

Embedding the principles

We will continue to embed the principles through:

- Increasing the understanding of our team with regards to the risks of modern slavery and human trafficking in our supply chains and our business. We have a culture of openness, integrity and accountability.
- Providing awareness and guidance to our team on the Modern Slavery Act 2015 through our Modern Slavery Policy and other internal policies informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensuring that consideration of the modern slavery risks and prevention are added to Medisoft's policy review process as an employer and procurer of goods and services
- Making sure our procurement strategies and contract terms and conditions include consideration of modern slavery and human trafficking
- Continuing to take action to embed a zero-tolerance policy towards modern slavery
- We will actively encourage the reporting of any wrongdoing and protect whistle-blowers.

Review

This policy and procedure will be reviewed annually from the date shown or sooner should any relevant changes to practice are required to be included and/or implemented.

Declaration

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and dated: 20th October 2022

It has been approved by Nick Dodds, Medisoft Limited, Operations Director.