



## **Modern Slavery Statement of Acumed Limited**

### **Introduction**

Acumed Limited is committed to improving our practices to combat slavery and human trafficking in our business and supply chain. Acumed started as a small family business in 1988 and has since evolved into a global market leader, providing orthopaedic and medical solutions that improve patient care around the world.

In 1999, Acumed became a member of the Marmon Group and subsequently, in 2002, a member of the Colson Associates group of companies. Headquartered in Hillsboro, Oregon, with a global distribution network and offices worldwide, Acumed is dedicated to innovative and quality medical device solutions. We are committed to the highest standards of manufacturing and proudly produce over 90% of our implants in the U.S.

Throughout our history, Acumed has remained focused on the founders' original vision of providing innovative solutions to meet the needs of the whole healthcare community, including hospitals, surgeons, and patients.

### **Humanitarian Aid**

We proudly support global humanitarian aid efforts. Financial or in-kind support provided by Acumed to a non-profit or charitable organization for support towards indigent care, medical missions, humanitarian aid and related philanthropic programs are overseen by the Grants Committee. Our mission is to aid the afflicted through the ingenuity of our minds, the labour of our hands, and the compassion of our hearts.

### **Modern Slavery**

Acumed provides guidance to its senior leaders on modern slavery compliance programs and we are in the process of implementing a program to survey our key suppliers and we expect our suppliers to respond to our modern slavery inquiries in a timely manner and provide us with required information on the source and use of products supplied to us.

As part of our modern slavery efforts, we will engage relevant suppliers in our global supply chain, conduct due diligence activities by leveraging the Organization of Economic Co-operation and Development Due Diligence Framework. Acumed is committed to ongoing improvement of our responsible sourcing efforts and the traceability of our global supply chains.

Acumed is supported by its holding company Marmon Holdings Inc with modern slavery and global supply chain analysis. Corporate staff provide counsel and support in areas including finance, legal, human resources, innovation, and continuous improvement.

[www.acumed.net](http://www.acumed.net)

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Our business in the UK is organised as follows: approximately 50 direct employees, 3 sales agents & 2 UK-based distributors. Our business model is to supply implantable medical devices to Great Britain and NI & its overseas territories.

As well as our own Acumed products, we also distribute quality orthopaedic products from other highly reputable manufacturers as well.

We are engaging directly with both our current and new suppliers in respect of our anti-slavery policy in order to gain a proper understanding of the measures they have in place within their own business and supply chain, inclusive of full and detailed site audits, where appropriate. We are reviewing all procurement policies and procedures and are undertaking a full audit into our safe working practices within our supply chains.

We will continue to monitor our suppliers' duties and activities throughout 2025 to effectively assess our supply chains whilst recognising that collaborative working remains vital to effectively mitigate issues and implement positive change where needed.

**Policies on slavery and human trafficking**

We are updating policies to put in place to underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We will continuously review and update all our policies.

Our Anti-slavery Policy will reflect 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 is not taking place anywhere in our supply chains. Our contractual documentation will be reviewed to incorporate specific prohibition against slavery or servitude, the use of forced, compulsory or trafficked labour and child labour in line with our policy and we will stipulate that our contracted suppliers must hold their own suppliers to the same standards.

We are reviewing all our systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.
- Supplier adherence to our values and ethics

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We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a rigorous supply chain compliance programme. We reserve the right to terminate any contractual arrangement if there is a breach of our anti-slavery policy. We expect all suppliers to familiarise themselves with our policy and to act with due diligence and integrity at all times in a way that is consistent with its values.

**Training**


To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will be providing training to our staff.

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to continue monitoring our supply chain closely to ensure strict adherence to our policies and ensure that training for all staff is prioritised and undertaken.

In summary our business remains focused and committed to stamping out any risk of Modern Slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2023. It was approved by the board on 10/18/2024.

NICK RYDER

DocuSigned by:  
  
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Acumed Limited

Date: 10/21/2024

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