

MODERN SLAVERY STATEMENT
MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT
YEAR ENDING 31 DECEMBER 2023

This Statement is made pursuant to section 54 of the Act and constitutes the Modern Slavery and Human Trafficking Statement for the Financial Year ended 31st December 2023 for The Target Healthcare Group Limited. This statement covers all subsidiaries within the Group.

Overview

The Target Healthcare Group is a leading contributor within the pharmaceutical sector in the UK and internationally. Headquartered in East Kilbride, Glasgow we have 12 sites across the United Kingdom.

Target Group is committed to operating in an ethical and transparent manner. In line with that commitment, we have incorporated the requirements of the Modern Slavery Act 2015 (the "Act") into our Employee Handbook.

We take the upholding of these high standards seriously and do not tolerate slavery or human trafficking within our organisation or from those whom we buy products or services. We have analysed the risks within our own business and our supply chain based upon the industry we operate and the geographical locations in which we conduct business. We are not aware of any areas in our operations likely to lead to a breach of human rights and modern slavery laws. However, we remain committed to never knowingly dealing with any organisation connected to slavery or human trafficking.

We are not aware of areas within our operations or supply chain which are likely to lead to a breach of human rights and modern slavery laws that the reporting requirements of the Modern Slavery Act 2015 Act seek to capture.

Training, Communication and Raising Concern

Understanding of the importance of the Act and the role it plays in helping to eradicate modern slavery and trafficking will help maintain and nurture a commercial environment that is fit for purpose in today's market and political landscape. Awareness of our policy forms part of the induction process for new employees. We ensure that all employees are aware of and familiar with the Act regardless of their role within the Group.

The Target Healthcare Group encourages open and frank two-way communication. Employees are required to raise concern of any known or suspected violation of the policies within our Employee Handbook, as well as any illegal or unethical business conduct. Any such concern can be raised in confidence without fear of retaliation by approaching Human Resources. Any concern raised will be fully investigated to determine what action is required.

Employment Practices

Our employment practices are compliant with applicable employment and health and safety legislation, and as a result, we are confident that there is no slavery or human trafficking taking place within our organisation. Furthermore, we shall ensure that the recruitment agencies we deal with have embedded within their policies and processes mechanisms for identifying the risks associated with slavery or human trafficking. In short, these agencies too must be fully compliant with applicable legislation.

Due Diligence

It is our aim to not work with any supplier that we suspect is connected in any way with slavery or human trafficking. As part of our rigorous compliance and validation programmes, we conduct a comprehensive onboarding process for new suppliers and suppliers are also required to be requalified through the same process.

In addition, we require suppliers to ensure all goods and services provided to The Target Healthcare Group are undertaken in accordance with all applicable laws. No supplier contracts will be awarded to any supplier not able to comply with the legislation that the Act seeks to address.

Enforcement

Any suspected breach of our Compliance programme, including the Act will result in appropriate steps being taken to investigate the potential wrongdoing. Such investigations could lead to the termination of supplier contracts.

Our Commitment

Target Healthcare Group is committed to continuous improvement in our approach to tackling modern slavery. We regularly review and update our policies and procedures to ensure their effectiveness and to respond to evolving risks.

Conclusion

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's modern slavery and human trafficking statement for the financial year ending [Date]. It has been approved by the [Company Name] Board of Directors.

Gillian Grant, Director
Target Healthcare Group Limited