

## MODERN SLAVERY ACT 2015 STATEMENT

### Introduction

This statement applies to Micrima Limited (referred to in this statement as “the Company”).

The information included in the statement refers to the financial year of 2020/2021.

### Company Structure

Micrima Limited is based in Bristol in the UK with all direct employees working from the office or from home as appropriate for their role. Micrima has a board of directors which includes non-executive and executive directors. The main activity carried out by the company is development and sale of medical devices for assistance in early detection of cancer. Building of the systems for sale is carried out by a contract manufacturer also based in the UK.

All development work is carried out in the UK either by our own staff in the Micrima offices or contract workers in the UK. Demand for our product is consistently high throughout the year and is therefore not seasonal.

The Company performs the sale of the aforementioned goods both direct to the end users and through distribution agreements in Europe.

### Definitions

Micrima Limited 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 or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property; and
- Being physically constrained or to have restriction placed on freedom of movement.

### Commitment

The Company acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015.

The Company understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

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

No labour provided to the Company in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking.

The Company 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.

### Supply Chains

In order to fulfil its activities, the Company’s supply chain is primarily centred in the United Kingdom and in Europe. All key suppliers are have their compliance with the Modern Slavery Act reviewed as a part of the Company’s vendor assessment process.

The Company understands that its first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.’

## Potential Exposure

In general, the Company considers its exposure to slavery/human trafficking to be relatively 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/or services to it.

## Steps

The Company 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 Company 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 Company has taken the following steps to ensure that modern slavery is not taking place:

- Reviewing and amending its supply chain management processes to ensure that key suppliers have taken appropriate measures to comply with the Modern Slavery Act.
- Included modern slavery as an assessment factor in ongoing vendor assessment activities.
- Ensured that appropriate staff are trained to recognise potential instances and risks of slavery.

## Key Performance Indicators

Given the size of the Company and its limited supply chain, KPIs are not considered appropriate. However, vendor performance is regularly reviewed and reported and modern slavery is an important part of this review process.

## Policies

The Company has a Modern Slavery Policy published in its Employee Handbook which further defines its stance on modern slavery.

## Modern Slavery Compliance Officer

The Company has a Modern Slavery Compliance Officer, the Commercial Director to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Company's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.

**Date of approval: 04.Sep.2020**

**Signed:** 

**Print name: Mrs Elizabeth Blake**

**Job Title: Commercial Director**

**Date: 14.Sep.2020**