



# Syner-Med (PP) Modern Slavery and Human Trafficking Statement

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**Foreword:**

Syner-Med is committed to ethical standards and zero tolerance for modern slavery and human trafficking. We actively support global efforts to eradicate these practices and collaborate with partners to combat risks in our supply chain.

We will provide employee training on the Modern Slavery Act 2015, conduct risk assessments, and work with suppliers to implement effective anti-slavery measures. We are dedicated to best practices and continuous improvement.

We invite your participation, sharing best practices and challenging us to improve. Together, we can fight modern slavery and human trafficking.

A handwritten signature in black ink, appearing to read 'Dipak Bhatti', with a horizontal line underneath the name.

*Managing Director*

*Mr Dipak Bhatti*

*April 2023*

## Business Structure, Operations, and Supply Chain

### Business structure and operations

Syner-Med, a UK-based pharmaceutical wholesaler, was established in 1994 with a mission to supply medicinal products and medical devices for as well as supporting services. For over 25 years, we have been a trusted partner to the NHS, primarily operating in the UK while also serving a select group of export customers in Europe and ROW territories. Our team collaborates with multi-disciplinary stakeholders and with partner organizations with complementary product portfolios and resource infrastructures.

### Our supply chain

At Syner-Med, we prioritise transparency and responsibility in our supply chains. By procuring all products in our portfolio directly from product manufacturers, we maintain full visibility and control over the supply chain process. We obtain statements regarding slavery and human trafficking from every supplier and review them routinely to ensure adherence to the highest ethical standards. This proactive approach enables us to actively combat modern slavery and human trafficking within our operations and throughout our supply network.

### Due diligence process

We are committed to addressing modern slavery risks in our supply chain. Therefore, we require our suppliers to share their Modern Slavery and Human Trafficking statements with us to ensure that high-risk areas of their supply chain are continuously monitored. This will ensure that business is conducted in a manner that respects the rights and dignity of all people and that we ensure that our partners do not use forced labour, including bonded, indentured or involuntary prison labour, or engage in any form of forced labour or human trafficking.

### Commitment:

Syner-Med is dedicated to protecting and respecting human rights, maintaining a zero-tolerance approach towards modern slavery. We are committed to preventing modern slavery and human trafficking in our supply chains and all aspects of our business. We refuse to conduct business with any organization that knowingly supports or is involved in slavery, servitude, or forced and compulsory labour.

### Recruitment:

As an equal opportunities' employer, we strive to create a non-discriminatory and respectful work environment for our team members. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in their respective locations. We uphold the highest standards in promoting a fair and inclusive workplace.

**Revision history**

<b>Version</b>	<b>Reason for Change</b>	<b>Date</b>
1.0	New statement	March 2023