

Modern Slavery and Human Trafficking Statement

Financial Year 2024/2025

This statement is made by Zethon pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31/05/2025 and sets out the steps already in place, alongside the steps the business plans to take to continue to identify and prevent modern slavery across our business and supply chain.

Zethon is a UK based medical technology company, with branch offices across Europe, and subsidiary companies in Australia and the US. The group headcount in 2024/25 was 246.

Zethon is committed to preventing modern slavery and human trafficking across our business and supply chains. We believe that everyone has the right to work in freedom and dignity, and we are determined to do our part to ensure that this is the case.

As a British manufacturer, we have already taken steps to reduce the risk of slavery in our supply chain. We continue to enjoy the support of a long-standing, predominantly UK and European supply base that we believe exhibits low risk of slavery and human trafficking, as indicated under the Global Slavery Index.

Despite this low risk, further mitigation is made through contractual obligations with our suppliers which allow Zethon or a notified body to conduct an unannounced audit. Furthermore, suppliers inform us when they are making a change within their own supply chain in relation to any items they supply us.

We recognize that the assessment of the risk of slavery in the supply chain is an ongoing one, and Zethon will continue to further mitigate the risk of modern slavery by:

- Continuing to maintain a high level of supply base in the UK and follow up on an annual basis with these suppliers to reemphasise the importance of compliance with the Modern Slavery Act 2015.
- Establishing a Supplier Code of Conduct, ensuring any new suppliers understand the company's expectations we have on our suppliers in relation to the Modern Slavery Act 2015.
- Improving training on Modern Slavery within the workforce by ensuring employees read and understand the company's Modern Slavery and Equal Opportunities policies. Explaining their importance as a mandatory component of the onboarding process through our online HR system. Awareness training will also be provided to our procurement teams, re-enforcing our responsibilities under the Modern Slavery Act 2015.
- Encourage any employee or supplier who has any concerns about modern slavery or human trafficking in our business or supply chains to report them to their Manager or to our Quality & Regulatory Manager. We will take all reports seriously and will investigate them thoroughly.

Approved by the Board of Directors of Zethon - November 2025 Signed by



Will Desoutter
Managing Director