



Fairmont Medical Products Modern Slavery Statement

OUR ORGANISATION

Fairmont Medical Products Pty Ltd (FMP) is one of Australia's only true end-to-end medical manufacturing companies. We have control over the entire production and sales process. As part of our mission to keep our customers safe, we are committed to ensuring that the products we manufacture and the people we employ are not tainted by modern slavery.

This is our Statement on Modern Slavery in accordance with the Australian Commonwealth Modern Slavery Act 2018. This statement discusses what we are doing or plan to do, including the on-going steps that FMP has taken or will take to ensure that slavery and human trafficking does not occur in our business or supply chain. Our Statement is made on behalf of all our subsidiaries / partners who may be required to make a statement pursuant to the Act. It covers those areas within our Business and Supply Chain that we have identified as potential slavery risks.

B) OUR POLICIES IN RELATION TO MODERN SLAVERY

FMP does not tolerate the existence of slavery, servitude, compulsory labour, trafficking, and related acts of exploitation against any human. Our Human Resources department has primary responsibility for developing and enforcing Modern Slavery and human rights policies and procedures. We produced an Approved Supplier List Questionnaire, which we expect our personnel and supply chain (i.e. partners, vendors, suppliers, distributors and resellers) to follow. We also have internal policy guidelines covering related areas such as the Code of Conduct and Grievance Procedures.

C) DUE DILIGENCE

As a result of our risk assessments, we will be developing mechanisms to look into how the partners we work with or will potentially work with handling issues like Modern Slavery and human trafficking, for example, providing questionnaires as part of procurement due diligence and monitoring to assess issues like recruitment practices and salary.

We are reviewing our Approved Supplier List with the aim of strengthening legal measures to ensure our partners warrant their conformity with Modern Slavery legislation. These measures may include ensuring employee background checks are done and specifying accountability procedures we want



to put in place such as visits to high-risk sites. If we hear of incidents that suggest one of our partners is engaging in modern slavery, we will investigate. Where needed, we intend to put in place corrective processes to ensure actions are taken to bring them into conformity with international standards, which may include on-site visits, monitoring and working with top-level management to resolve these issues. If the problem persists, our actions may include ceasing to do business with these partners and putting them on an internal 'blacklist'.

D) IDENTIFYING POTENTIAL RISKS AND RISK MANAGEMENT

As an Australian manufacturer, most of our business activities present a low risk for modern slavery, compared to companies who manufacture overseas. We made sure we included a modern slavery clause in our supplier questionnaire. Our suppliers are in a potentially higher risk jurisdiction and are responsible for sourcing components and raw materials. The modern slavery clause in our questionnaire includes a requirement for our suppliers to conduct due diligence for their own supply chains and to provide a report to FMP. It also grants FMP the authority to approve sub-contractors and vendors. As part of our relationship with the manufacturing supplier, FMP make regular site trips. We are looking at developing an auditing checklist for these on-site visits.

We have assessed our internal policies and procedures in relation to modern slavery risks. We find our Human Resources policies and recruitment practices reflect FMP's commitment to non-discrimination, diversity, and equitable treatment. Although the risk of modern slavery occurring in-house is minimal, we stay vigilant by maintaining high standards in our recruitment policies and processes. We take responsibility for monitoring and evaluating our legal compliance on a regular basis.

E) EFFECTIVENESS

We have taken steps to establish policies and procedures to address human rights issue internally and externally but are preparing to address the gaps as novel risks arise with new business activities and relationships. In general, we believe we already have effective measures in place in our procurement and recruitment methods and policies but will continue to be diligent in addressing these issues. The effectiveness of our proposed legal and practical measures will be recognized as we continue to grow in our business.

F) TRAINING

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Fairmont Medical
Products Pty Ltd
is certified to
ISO13485:2016





We train our staff on Modern Slavery and plan to continue to train personnel in key business areas to enable them to recognize potential sources of risks in their day-to-day business activities and to understand the procedures they can take in mitigating incidents of modern slavery and human trafficking.

Key Performance Indicators (KPIs) are measurable goals that can help assess the effectiveness of an organization's efforts in achieving its objectives. In the context of Fairmont Medical's commitment to addressing modern slavery and complying with the relevant legislation, the following KPIs can be established:

Compliance Rate: Percentage of suppliers and partners who have provided a modern slavery statement or report, demonstrating their commitment to preventing modern slavery and human trafficking. This KPI assesses the extent to which Fairmont Medical's supply chain adheres to modern slavery legislation.

Training Completion Rate: Percentage of staff members who have completed modern slavery and human trafficking awareness training. This KPI reflects the company's efforts in educating its employees about the risks and signs of modern slavery, ensuring a vigilant workforce.

Supplier Due Diligence: Number of supplier audits or on-site visits conducted to assess compliance with modern slavery legislation. This KPI measures the level of scrutiny and monitoring performed by Fairmont Medical to identify any potential instances of modern slavery within its supply chain.

Incident Response Time: Average time taken to investigate and address reported incidents or suspicions related to modern slavery. This KPI evaluates the efficiency and effectiveness of Fairmont Medical's response mechanisms, demonstrating its commitment to taking swift action when necessary.

Supplier Risk Assessment: Percentage of suppliers categorized as high-risk based on their geographic location, industry, or other relevant factors. This KPI helps assess the company's ability to identify and prioritize suppliers that may pose a higher risk of modern slavery, enabling targeted risk management strategies.



Internal Compliance Audit: Frequency and results of internal audits conducted to ensure compliance with Fairmont Medical's modern slavery policies and procedures. This KPI measures the company's commitment to regular self-assessment and continuous improvement in preventing modern slavery within its own operations.

Corrective Action Completion Rate: Percentage of identified non-compliant suppliers or partners that have successfully implemented corrective actions to align with modern slavery legislation. This KPI reflects the company's effectiveness in working with non-compliant entities to rectify issues and promote ethical practices.

These KPIs can provide Fairmont Medical with quantifiable metrics to evaluate its performance in addressing modern slavery risks, maintaining compliance with relevant laws, and continuously improving its practices over time.

This statement has been approved and signed by the Managing Director.

Mark Verschuur
Managing Director
20/05/2023