

Allard Support UK Ltd. Statement of Compliance with the Modern Slavery Act 2015

1.0 Introduction

We at Allard Support UK Ltd. are committed to carry out operations in a responsible and ethical manner.

The Modern Slavery Act 2015 came in effect on 29th October 2015.¹ Which requires manufacturers and retailers doing business in the UK, which supply goods or services and have a consolidated global turnover exceeding £36 million (or Euro equivalent) per annum to disclose information regarding their policies to eradicate slavery and human trafficking from their supply chain and within their business.²

The Republic of Ireland has a similar legislation, primarily Criminal Law (Human Trafficking) Act 2008, as amended by Criminal Law (Human Trafficking) (Amendment) Act 2013.³

2.0 Modern Slavery

Modern Slavery is an international crime affecting an estimated 40.3 million individuals around the world.⁴ This global issue transcends age, gender and ethnicities; it is estimated that 1 in 4 victims of modern slavery are children and that three quarters are women and girls.⁵

3.0 Our Business

Allard Support UK Ltd. is a leading independent manufacturer of Spinal and other Orthosis for the healthcare sector. Our products are used for prevention, rehabilitation, and correction purposes.

Allard Support UK Ltd. is owned by Camp Scandinavia with head office in Helsingborg Sweden. Allard Support UK Ltd. was established in Ireland in 1995. Since then, this facility has been engaged in the manufacture and distribution of products to our Distribution partners throughout Europe and beyond.

4.0 Our Policy

The Policy of Allard Support UK Ltd. is to conduct all our business in an honest and ethical manner and to comply with all the applicable legislations. We strive to ensure neither modern slavery nor human trafficking supports our supply chain or our business. We aim for a zero-tolerance approach to violations of anti-slavery and human trafficking laws.

If breaches of these laws are found within our supply chain, we have two options:

- a) We will support the organisation in their efforts to comply with the applicable legislation
- b) We will terminate our relationship with the company

We will review this policy and its operation in practice periodically. To see additional information of our policy please see **QAP037, Modern Slavery and Human Trafficking Policy**

5.0 Our Supply Chains

Our supply chains include the sourcing of raw materials, and subcontracted activities and the use of distribution networks related to the shipping and receipt of manufactured products.

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6.0 Supplier Adherence to Our Values

Allard Support UK Ltd. does not tolerate slavery and human trafficking. We expect all parties in our supply chain to comply to our values.

7.0 Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and in Allard Support UK Ltd., we commenced a training programme to our staff which includes:

The Managing Director understanding their responsibilities.

Group employees have received instructions and guidance to fully understand their responsibility and how to remain alert to the risks in Allard Support UK Ltd. and in the wider supply chains.

Employees have been instructed that they are expected to report concerns and management are now aware that they are expected to act upon any concerns.

Upon the Company instruction with any new employees there will now be training carried out regarding the Modern Slavery Act 2015.

Guidance on how to report concerns or examples of non-compliances.

8.0 Reporting

All employees within Allard Support UK Ltd. have a statutory obligation to report knowledge or suspicion of slavery or human trafficking. Any genuine suspicion or knowledge of slavery and/or human trafficking is to be immediately reported to the relevant supervisor or to the "Trumpet" website (see **QAP035, Whistleblower Reporting** and **QAP036 Whistleblower Policy**).

9.0 Violations

Allard Support UK Ltd. permits the termination of an employment relationship should we have reasonable belief that an employee is involved in any breach of the law banning forced labour, slavery and human trafficking. We will continue to safeguard against any mistreatment of persons involved in our internal business or supply chain protection of whistle blowers.

10.0 Endorsements

This statement is made in compliance to Section 45(1) of the Modern Slavery Act 2015 and constitutes Allard Support UK Ltd. slavery and human trafficking statement for the financial year ending 2022. This statement was approved by the Managing Director of Allard Support UK Ltd. on 16/11/2022.



Peter Roe

Managing Director

Allard Support UK Ltd.

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Sources:

1. Blatchford Ltd Group Statement 2022 ([here](#))
2. (UK) Modern Slavery Act 2015 ([here](#)) and the guidance issued under section 54(9) of that Act ([here](#)) and additional (UK) Home Office guidance ([here](#))
3. (Republic of Ireland) Criminal Law (Human Trafficking) Act 2008 ([here](#)) & Criminal Law (Human Trafficking) (Amendment) Act 2013 ([here](#))
4. 2018 Global Slavery Index ([here](#)) Executive Summary ([here](#)) United Kingdom: Findings ([here](#)) & Country Data ([here](#)) Ireland: Country Data ([here](#))
5. International Labour Organization (ILO) Global Estimates of Modern Slavery ([here](#))

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