



Modern Slavery and Human Trafficking Statement 2023 For Data Southern Enterprises (t/a DS Medical)

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken during the financial year ending 31 December 2023 to minimise the risk of modern slavery and human trafficking in our business and supply chains.

1. Introduction

DS Medical is committed to preventing slavery and human trafficking in all areas of its operations and supply chains. We recognise that certain sectors and regions are more vulnerable to exploitation and have taken active steps to identify and mitigate these risks within our procurement processes.

We expect all organisations we engage with, including suppliers and contractors, to operate in compliance with the principles of the Modern Slavery Act 2015 and to share our zero-tolerance approach to modern slavery.

2. Our Organisational Structure and Operations

DS Medical, a trading name of Data Southern Enterprises Limited, is a medical supply company that delivers services across various sectors including emergency services, healthcare, industry, and training providers. The company employs eight staff nationally. Most of our suppliers are UK-based, although some medical consumables and equipment are sourced via distributors who may have international supply chains.

3. Commitment to the Principles of the Modern Slavery Act 2015

DS Medical fully supports the aims of the Modern Slavery Act 2015. We are committed to:

- Acting ethically and with integrity in all our business relationships.
- Implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our supply chains.
- Creating a safe and respectful working environment for all employees, with clear and confidential processes for raising concerns.
- Conducting appropriate due diligence on our supply chain partners, especially in sectors or regions identified as high risk for forced labour or human trafficking.

4. High-Risk Supply Chains and Due Diligence

We recognise that certain products and regions are more susceptible to modern slavery, particularly in the manufacture and distribution of:

- Personal protective equipment (PPE)
- Medical gloves and garments
- Electronics and components
- Raw materials (e.g. latex, rubber, and textiles)

To address this, we have strengthened our supplier risk assessment process by:

- Reviewing the countries of origin and manufacturing standards for high-risk product categories.
- Seeking confirmation from key suppliers of their compliance with the Modern Slavery Act and related ethical trading principles.
- Including modern slavery clauses in supplier agreements for new and renewed contracts.
- Preferring suppliers that are members of recognised ethical trade initiatives (e.g. Sedex, ETI).

5. Internal Policies and Staff Training

We maintain a suite of internal policies that reflect our commitment to ethical business conduct, including:

- Anti-Slavery and Human Trafficking Policy
- Whistleblowing Policy
- Recruitment and Right to Work Checks
- Supplier Code of Conduct (to be introduced in 2024)

In 2023, we initiated targeted training for staff involved in procurement and recruitment to ensure they can identify signs of modern slavery and take appropriate action.

6. Monitoring and Future Action

To build on our progress, DS Medical aims to:

- Finalise and implement a formal Supplier Code of Conduct covering human rights, labour practices, and modern slavery standards.
- Continue to develop staff awareness and training on ethical sourcing and supplier due diligence.
- Audit our top-tier suppliers in identified high-risk categories during 2024.
- Introduce an annual supply chain risk review process to identify and mitigate emerging risks.

7. Conclusion

While DS Medical continues to assess the overall risk of modern slavery within its direct operations as low, we remain vigilant, especially in areas of the supply chain with known vulnerabilities. We are committed to continuous improvement and collaborative engagement with suppliers to ensure our business remains free from exploitation and forced labour.

Current action

We aim to take the following further steps over the course of the next financial year January 2025 to December 2025:

Ensure that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery.

DS Medical is considering how we can increase the attention of our suppliers to zero tolerance policy to modern slavery. This statement has been approved by the Managing Director Richard Bourke

This statement will be reviewed and updated every year

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

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