

Modern Slavery Policy

LiteOptics Limited

1. Policy Statement

LiteOptics Limited is committed to conducting business ethically and with integrity. The company has a **zero-tolerance approach to modern slavery and human trafficking** and is committed to preventing these practices within its business operations and supply chains.

This policy reflects the organisation's commitment to acting ethically in all business relationships and implementing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in the business or its supply chains.

LiteOptics Limited supports the principles set out in the **Modern Slavery Act 2015** and aims to ensure transparency and responsibility in all aspects of its operations.

2. Scope of the Policy

This policy applies to all individuals working for or on behalf of LiteOptics Limited, including:

- Employees
- Directors
- Contractors
- Consultants
- Agency workers
- Suppliers and business partners

All suppliers and partners are expected to comply with the principles of this policy.

3. Definition of Modern Slavery

Modern slavery is a serious crime and includes:

- Slavery
- Servitude
- Forced or compulsory labour
- Human trafficking
- Debt bondage
- Exploitative labour practices

Modern slavery can occur in many forms and may involve the exploitation of vulnerable workers.

4. Company Responsibilities

LiteOptics Limited will take reasonable steps to ensure that modern slavery is not present in its business or supply chains.

The company will:

- Conduct business in an ethical and transparent manner
- Assess risks within supply chains where appropriate
- Work with reputable suppliers who comply with legal and ethical labour standards
- Encourage the reporting of concerns related to modern slavery
- Review and update policies where necessary

5. Supplier Responsibilities

LiteOptics Limited expects all suppliers and contractors to:

- Comply with applicable labour laws and regulations
- Ensure that workers are employed voluntarily
- Provide fair wages and safe working conditions
- Prohibit forced labour, child labour, or human trafficking
- Allow workers freedom of movement and employment

Suppliers may be required to provide information about their labour practices where necessary.

6. Due Diligence

LiteOptics Limited will seek to mitigate modern slavery risks through reasonable due diligence measures, which may include:

- Working with established medical equipment manufacturers and suppliers
- Assessing supplier reputation and compliance with regulations
- Including ethical expectations within supplier relationships
- Monitoring supplier performance where appropriate

As a specialist medical equipment supplier with a relatively small workforce and limited supply chain complexity, the company assesses its overall risk exposure as low.

7. Reporting Concerns

Employees, suppliers, or other stakeholders are encouraged to raise concerns about any issue or suspicion of modern slavery related to the business or supply chains.

Concerns should be reported to:

Company Director / Management

Liteoptics Limited

All reports will be treated seriously and investigated appropriately.

No individual will suffer retaliation for raising a genuine concern in good faith.

8. Training and Awareness

LiteOptics Limited will ensure that relevant staff are aware of modern slavery risks and understand their responsibilities under this policy.

Training or awareness may include:

- Ethical procurement practices
 - Identifying indicators of modern slavery
 - Reporting procedures
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9. Policy Review

This policy will be reviewed periodically and updated where necessary to ensure ongoing compliance with legal obligations and best practice.

Review frequency: **Annually**

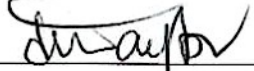
Next review date: 22.03.2027

10. Approval

This policy has been approved by the management of LiteOptics Limited.

Name: JEREMY TAYLOR

Position: Director

Signature: 

Date: 23.03.2026