

HARTMANN UK & Ireland  
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## **MODERN SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT Paul HARTMANN Ltd (UK)**

### **INTRODUCTION**

Paul HARTMANN Ltd is a provider of Wound Care and Incontinence products in the UK and is part of the HARTMANN GROUP.

The HARTMANN GROUP began Going Further for Health in 1818, when industrial pioneer Ludwig von Hartmann acquired the Meebold spinning mill. His son, Paul Hartmann Sr., later founded the Paul Hartmann Bleaching, Dyeing and Dressing Company, a dressing material factory that revolutionised wound care. Our founding fathers were more than industrial pioneers, however. They instilled a drive, optimism and commitment to improving healthcare that lives on in the business to this day.

Thanks to them, we are still innovating and actively seeking to improve healthcare through: Wound Management, Disinfection, Risk Prevention, Continence Management and Personal Healthcare.

In 1981 Paul HARTMANN AG acquired a chemist wholesaler/ importer in London and Paul HARTMANN Ltd was established.

### **ORGANISATIONAL STRUCTURE AND SUPPLY CHAIN**

The UK organisation is split into three divisions:

- Wound Management
- Continence Management
- Risk Prevention and Disinfection

All areas are supported by central functions such as Finance, Supply Chain, Customer Services, Marketing, IT and Human Resources.

Our Supply Chain includes the sourcing of finished goods from HARTMANN production sites in Europe (Switzerland, Spain, Germany, France) or from 3rd party product suppliers in Europe.

### **OUR POLICIES**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any other part of our business.

Paul Hartmann Limited  
Registered in England & Wales  
Registration No. 01523121  
VAT No. 362 3417 68

Managing Director: Julia O'Grady  
Finance Director: Trevor Coupe  
Sales & Marketing Director: Emma Deakin

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Our actions are based on the principles outlined in the UN Global Compact, International Labour Organisation (ILO) Conventions, UN Declaration of Human Rights, OECD Guidelines for multinational companies.

Every HARTMANN employee must commit to the highest standard of integrity and ethics.

We operate the following policies to prevent slavery and human trafficking in our operations:

- Code of Conduct
- Supplier Controls
- Whistleblowing
- Recruitment
- Code of Practice Guidelines for Sales and Marketing
- Anti - Bribery and Gifts
- Labour Standards Assessments

### **DUE DILLIGENCE**

We assess risks of modern slavery when taking on board new suppliers.

If a supplier is not compliant with the following regulations, the selection procedure must be stopped:

- Universal Declaration of Human Rights of the United Nations and the OECD
- Core labour standards of the ILO (forced labour, child labour, debt bondage)
- Anti- Trust and Competition Laws
- Environmental Protection Laws
- Anti- Corruption Laws and Ethical Standards

In a second step, a risk profile of the supplier is created by considering supply chain, operational, organisational and country risks.

The performance of our suppliers and the risks of modern slavery and human trafficking are reviewed on a regular basis.

### **TRAINING**

Every employee must undergo compulsory annual training on the HARTMANN Code of Conduct.

This statement and the risks of modern slavery and human trafficking are communicated to all members of staff and further training is provided to relevant employees.

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Helps. Cares. Protects.

This statement is made pursuant to section 5(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.

This statement has and will be reviewed and updated as necessary on an annual basis

Approval Signature: 

Approval Name: Peter Murphy      Position: Contracts Manager      29/3/2023 | 16:49 CEST

Approval Signature:



Approval Name: Trevor Coupe      Position: Finance Director      30/3/2023 | 09:15 CEST

**Certificate Of Completion**

Envelope Id: E7677543542A49CFB7D1BC705A6F812C	Status: Completed
Subject: Complete with DocuSign: ID_04_Modern Slavery Statement.pdf	
Source Envelope:	
Document Pages: 3	Signatures: 2
Certificate Pages: 2	Initials: 0
AutoNav: Disabled	Envelope Originator:
Envelopeld Stamping: Disabled	Donna Sanders
Time Zone: (UTC+01:00) Amsterdam, Berlin, Bern, Rome, Stockholm, Vienna	Unit P2, Parklands, Heywood Distribution Park Pilsworth Heywood, Greater Manchester OL10 2TT Donna.Sanders@hartmann.info IP Address: 109.159.104.236

**Record Tracking**

Status: Original 29-03-2023   16:39	Holder: Donna Sanders Donna.Sanders@hartmann.info	Location: DocuSign
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**Signer Events**

Signature	Timestamp
Peter Murphy Peter.Murphy@hartmann.info Contracts Manager 0007_Paul Hartmann Ltd. Security Level: Email, Account Authentication (Optional)	 Sent: 29-03-2023   16:47 Viewed: 29-03-2023   16:49 Signed: 29-03-2023   16:49 Signature Adoption: Uploaded Signature Image Using IP Address: 88.98.15.2

**Electronic Record and Signature Disclosure:**  
Not Offered via DocuSign

Trevor Coupe trevor.coupe@hartmann.info Finance Director 0007_Paul Hartmann Ltd. Security Level: Email, Account Authentication (Optional)	 Sent: 29-03-2023   16:40 Resent: 29-03-2023   16:47 Viewed: 30-03-2023   09:14 Signed: 30-03-2023   09:15 Signature Adoption: Uploaded Signature Image Using IP Address: 88.98.15.2
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**Electronic Record and Signature Disclosure:**  
Not Offered via DocuSign

**In Person Signer Events**

**Editor Delivery Events**

**Agent Delivery Events**

**Intermediary Delivery Events**

**Certified Delivery Events**

**Carbon Copy Events**

Nicole Rice Nicole.Rice@hartmann.info Digital Engagement Manager 0007_Paul Hartmann Ltd. Security Level: Email, Account Authentication (Optional)	<div style="border: 2px solid blue; padding: 5px; display: inline-block; font-weight: bold; color: blue;">COPIED</div>	Sent: 29-03-2023   16:47 Viewed: 29-03-2023   17:45
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**Electronic Record and Signature Disclosure:**  
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<b>Witness Events</b>	<b>Signature</b>	<b>Timestamp</b>
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<b>Notary Events</b>	<b>Signature</b>	<b>Timestamp</b>
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<b>Envelope Summary Events</b>	<b>Status</b>	<b>Timestamps</b>
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Envelope Updated	Security Checked	29-03-2023   16:47
Envelope Updated	Security Checked	29-03-2023   16:47
Envelope Updated	Security Checked	29-03-2023   16:47
Envelope Updated	Security Checked	29-03-2023   16:47
Certified Delivered	Security Checked	30-03-2023   09:14
Signing Complete	Security Checked	30-03-2023   09:15
Completed	Security Checked	30-03-2023   09:15

<b>Payment Events</b>	<b>Status</b>	<b>Timestamps</b>
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