

# amoena

Amoena (UK) Ltd  
Unit 1 Eagle Close  
Chandlers Ford  
Eastleigh  
Hampshire SO53 4NF

Tel 023 80270345  
Fax 023 80250877

ukenquiries@amoena.com  
www.amoena.co.uk  
www.amoena-online.co.uk

## SLAVERY AND HUMAN TRAFFICKING STATEMENT

### ORGANISATION'S STRUCTURE

Amoena (UK) Limited is a wholesaler & retailer of pocketed lingerie, pocketed clothing and silicone breast forms. We are a subsidiary company of the parent company, Amoena Medizin-Orthopädie-Technik GmbH. The group has its head office in Raubling, Germany and has subsidiaries around the world. The group has an annual turnover in excess of €75M.

### OUR BUSINESS

Our UK business is organised into three business units: Hospital, Retail, Direct to consumer.

### OUR SUPPLY CHAINS

Our supply chain is predominantly from our parent company although we do trade with a number of small suppliers in UK.

### OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk -

- Where possible we build long standing relationships with suppliers and make clear our expectations of business behaviour;  
All key suppliers in our supply chain have signed a Code of Conduct which explicitly prohibits forced labour, child labour, mandates to meet legal requirements and also requires suppliers to employ any foreign contract or immigrant workers in full compliance with the labour and immigration laws of the host country.
- With regards to national supply chains, our point contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.
- We expect each entity in our supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain. This is also stated in our Supplier's Code of Conduct.
- The Amoena Group has its own Code of Conduct "Acting with Integrity" which is signed by all employees and requests them to operate ethically and with integrity. It also includes guidelines and protection of whistle blowers.

#### SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values. This is clearly stated in our parent company's Supplier's Code of Conduct which is enforced with all key suppliers.

The Directors and Group Department Heads are responsible for compliance in their respective departments and for their supplier relationships.

#### OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of House Audits by Area Managers and Business Development Managers;
- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.
- Level of communication and regular personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.
- Request key suppliers to sign and comply to our Supplier Code of Conduct to qualify as a supplier.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.

  
**Oliver Dörner**

Director  
Amoena (UK) Limited