

Accora Modern Slavery Act Statement 2024

Introduction

This statement is made pursuant to section 54 (1) of the UK Modern Slavery Act 2015 and is published on behalf of Accora Limited group of companies. The reporting entities covered in this single joint statement are:

- Accora Limited (UK)
- Accora Limited (IE)
- Accora Inc (USA)

All group companies will be collectively referred to as “Accora” for the purpose of this statement.

This statement refers to the financial year ending 31 December 2024 and sets out the steps we have taken to address modern slavery risks in our business and supply chains.

Accora’s structure, business and supply chains

Accora is a registered manufacturer of medical devices, pursuing a strategy of innovation and affordability. We produce a range of equipment, including medical beds, seating, and pressure care products suitable for a wide range of healthcare environments.

The business area we operate in is the healthcare marketplace, creating and realising products for clinicians and care providers under a variety of brands.

Accora performs the design, manufacturer, service, distribution and sales of seating solutions (rise and recline chairs), nursing beds and pressure relieving mattresses.

Headquarters are based in the United Kingdom, with additional companies in USA and Ireland for imports and distribution. We have 100+ employees across four countries.

Accora partner with a network of external contract manufacturers and suppliers based in UK, Europe, Asia, and USA who manufacture products for our global customer base. Our supply chain provides us with:

- Goods and Services for research and development activities including equipment, prototypes, external testing, labelling.
- Goods and Services that we use to manufacture, store and deliver our products such as medical devices, spares, packaging materials, warehousing and transportation.
- Goods and Services that are required to run our business, including marketing, IT infrastructure, engineering, vehicles, construction services.

Policies

Accora has policies in place to encourage employees and our supply chain to act in a responsible way and to apply our company values and expectations in their daily work.

The policies include the following:

- Corporate Social Responsibility – This policy sets out our commitment for legal compliance, business ethics, protecting the environment and protection of human rights.
- Ethical Trading – This policy details our commitment for avoidance of corruption and bribery, to apply the requirements of the Modern Slavery Act 2015 and to investigate / eradicate any issues in a timely manner.
- Slavery and Human trafficking – This statement details our processes for internal staff and external parties to meet our requirements with respect to ethical trading and how the processes are monitored using our internal audit programme.

Due Diligence

Accora's employee handbook promotes equal opportunities and encourages our employees to act in a responsible manner and to keep open and transparent communication.

Our supplier management processes include commercial supplier assessments that contain mandatory questions related to the environment, safety, sourcing, human rights, and codes of conduct. Each supplier is evaluated and audited to ensure they meet the requirements; a quality and manufacturing agreement is signed by both parties.

Critical suppliers are audited annually; our auditors are aware of the Modern Slavery Act 2015 requirements and are encouraged to be vigilant when making onsite visits.

Effectiveness

We believe the risk of modern slavery in our directly employed workforce is low. This is due to the highly regulated nature of our industry, and that our employees are mainly educated or skilled persons undertaking work in controlled environments where there are established processes and procedures.

Our exposure to the risk of modern slavery increases when we engage with third parties, particularly in areas such as cleaning, transportation, warehousing, and manufacturing suppliers. We continue to review, improve, and monitor our processes and procedures to ensure we remain vigilant during due diligence activities.

Since our last statement, Accora has reinforced its stance with respect to the Modern Slavery Act 2015 and has continued to incorporate anti-slavery and human trafficking obligations into all new procurement agreements and subcontracting arrangements.

Training and Capacity Building

All Accora employees are made aware of the relevant policies within the business and confirm understanding in their training records. We are committed to expand the internal knowledge of the Modern Slavery Act 2015 throughout the company and we understand, due to the risks not being static, the need for continued development of robust systems.

Our priorities for the next year are:

- To continue to raise awareness of modern slavery risks within Accora and be vigilant during any onsite audits of our suppliers for signs of modern slavery.
- To continue to enhance processes and procedures that relate to modern slavery if and where required.
- To continue to incorporate anti-slavery and human trafficking obligations into all new procurement agreements and subcontracting arrangements.
- Continue to notify all existing suppliers of our expectations and their obligations in relation to the prohibition of modern slavery.

Statement Approval

This statement has been prepared in consultation with the Accora board of directors who oversee all aspects of the business including operations, supply chain, development, sales and customer care which include labour rights, risk identification, assessment, health & safety and quality management system processes.



Tim Drake
Director

18 MAR 2025