

HARTMANN UK & Ireland
Unit P2 Parklands
Heywood Distribution Park
Pilsworth Road
Heywood
OL10 2TT

Phone: +44 (0) 1706 363200
Fax: +44 (0) 1706 363201
Email: info@uk.hartmann.info
hartmann.co.uk
hartmanndirect.co.uk



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.

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.

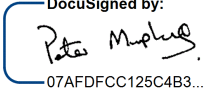
TRAINING

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

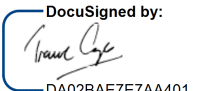
This statement and the risks of modern slavery and human trafficking are communicated to all members of staff and further training is provided to relevant employees.

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:  26 February 2022

Approval Name: Peter Murphy Position: Contracts Manager

Approval Signature:  28 February 2022

Approval Name: Trevor Coupe Position: Finance Director

Certificate Of Completion

Envelope Id: A01145EC21354343940D35EC5FDA8E2B	Status: Completed
Subject: Please DocuSign: ID_04_Modern Slavery Statement 2022.pdf	
Source Envelope:	
Document Pages: 3	Signatures: 2
Certificate Pages: 2	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelopeld Stamping: Enabled	Donna Sanders
Time Zone: (UTC) Dublin, Edinburgh, Lisbon, London	Paul-Hartmann-Str. 12
	Heidenheim an der Brenz, Baden-Württemberg
	89522
	Donna.Sanders@hartmann.info
	IP Address: 109.158.88.234

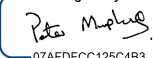
Record Tracking

Status: Original	Holder: Donna Sanders	Location: DocuSign
2/24/2022 1:10:16 PM	Donna.Sanders@hartmann.info	

Signer Events

Peter Murphy
 peter.murphy@hartmann.info
 Contracts Manager
 0007_Paul Hartmann Ltd.
 Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

 07AFDFCC125C4B3...

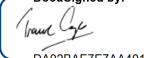
Timestamp

Sent: 2/24/2022 1:13:57 PM
 Viewed: 2/26/2022 12:43:34 PM
 Signed: 2/26/2022 12:46:58 PM

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
 PHUK
 Security Level: Email, Account Authentication (None)

DocuSigned by:

 DA02BAE7E7AA401...

Sent: 2/26/2022 12:46:58 PM
 Viewed: 2/28/2022 7:58:06 AM
 Signed: 2/28/2022 7:58:15 AM

Signature Adoption: Uploaded Signature Image
 Using IP Address: 88.98.15.2

Electronic Record and Signature Disclosure:
 Not Offered via DocuSign

In Person Signer Events **Signature** **Timestamp**

Editor Delivery Events **Status** **Timestamp**

Agent Delivery Events **Status** **Timestamp**

Intermediary Delivery Events **Status** **Timestamp**

Certified Delivery Events **Status** **Timestamp**

Carbon Copy Events **Status** **Timestamp**

Alison Walsh
 alison.walsh@hartmann.info
 Secretary
 0007_Paul Hartmann Ltd.
 Security Level: Email, Account Authentication (None)

COPIED

Sent: 2/28/2022 7:58:15 AM

Electronic Record and Signature Disclosure:
 Not Offered via DocuSign

Witness Events	Signature	Timestamp
-----------------------	------------------	------------------

Notary Events	Signature	Timestamp
----------------------	------------------	------------------

Envelope Summary Events	Status	Timestamps
--------------------------------	---------------	-------------------

Envelope Sent	Hashed/Encrypted	2/24/2022 1:13:57 PM
Certified Delivered	Security Checked	2/28/2022 7:58:06 AM
Signing Complete	Security Checked	2/28/2022 7:58:15 AM
Completed	Security Checked	2/28/2022 7:58:16 AM

Payment Events	Status	Timestamps
-----------------------	---------------	-------------------