



Anti-Slavery Statement – October 2024

It should go without saying that Avro Health Ltd strongly opposes the concept of modern-day slavery - or any form of slavery or similar - in the workplace or indeed elsewhere, at any time.

Staff will always be treated fairly and within the laws of the land within which they are employed.
Only individuals wholly eligible to work within region will be employed.

We ensure fairness when it comes to working conditions, environment, remuneration, annual leave allowance, sickness policies, unexpected absence policies and all else as is expected of a UK business. All employees have access to the same benefits schemes; no-one is left out or afforded less rights.

When it comes to our partner suppliers such as our factories overseas, Avro's (or the parent company's) own employees and/ or associates inspect these premises, their facilities, policies, working conditions and the general wellbeing of their staff members in advance of any contracts being signed. We also ask suppliers to confirm that they operate within the boundaries of their own anti-slavery policy. Avro Health Ltd will never knowingly deal with any organisation that is suspected of - or proven to be guilty of - slavery or to have implemented unfair employment terms upon its workforce.

Avro staff members are not only enabled – but actually encouraged – to speak up if something isn't right, or just doesn't look to be so. We operate an environment of transparency and absolute freedom of speech across all departments.

Ian Lindsay-Watson

Shareholder & GM, Avro Health Ltd