



World Medica UK Ltd

Sustainability Policy

Version: 1.0 Effective Date: 21s June 2025

Review Cycle: Annual

## **1. Purpose & Scope**

This Sustainability Policy outlines World Medica UK Ltd's commitment to environmental stewardship, ethical procurement, responsible business practices, and alignment with NHS Net Zero and sustainability expectations.

It applies to:

- All employees
- All suppliers, OEMs, logistics partners, and service providers
- All activities related to the distribution of medical devices within the UK

## **2. Organisational Commitment**

World Medica UK is committed to operating responsibly, reducing environmental impact, and supporting a sustainable healthcare supply chain. As a UK distributor of finished medical devices, we recognise our responsibility to influence upstream and downstream partners through transparent reporting, ethical sourcing, and continuous improvement.

Our sustainability commitments are aligned with:

- NHS Net Zero Supplier Roadmap
- PPN 06/21
- Modern Slavery Act 2015
- NHS Supply Chain Framework 1610 requirements

## **3. Environmental Sustainability & Net Zero**

World Medica UK maintains a Board-approved Carbon Reduction Plan, including:

- Baseline emissions reporting
- Annual Scope 1 and 2 measurement
- Relevant Scope 3 tracking (purchased goods, logistics, business travel, commuting)
- Defined carbon reduction targets
- Supplier engagement on environmental performance

### **3.1 Environmental Objectives**

We commit to:

- Achieving Net Zero by 2045
- Reducing Scope 1 & 2 emissions by 50% by 2030
- Reducing logistics-related Scope 3 emissions by 20% by 2030
- Transitioning to 100% renewable electricity

- Minimising waste and promoting recycling
- Reducing business travel emissions through virtual-first practices

### **3.2 Operational Initiatives**

- Remote-first working model
- LED lighting and energy-efficient equipment
- Consolidated shipments and reduced air freight
- Digital documentation to reduce paper use
- Zero-landfill office policy

## **4. Ethical Procurement & Supply Chain Responsibility**

World Medica UK applies structured, risk-based due diligence to all suppliers in line with NHS Supply Chain expectations.

### **4.1 Supplier Tiering**

- Tier 1: OEMs, Legal Manufacturers, Authorised Representatives
- Tier 2: Logistics, warehousing, transport partners
- Tier 3: Indirect suppliers (IT, professional services, facilities)

### **4.2 Supplier Risk Scoring**

Suppliers are assessed annually using:

- Geographic risk
- Sector/product risk
- Regulatory maturity
- Corporate transparency

Each supplier is categorised as Low, Medium, or High Risk, with review frequencies ranging from 6–24 months.

### **4.3 Ethical Procurement Requirements**

All suppliers must:

- Accept the World Medica UK Supplier Code of Conduct
- Provide evidence of regulatory compliance (ISO 13485, CE/UKCA)
- Provide Modern Slavery statements (where applicable)
- Permit audit and corrective action processes
- Demonstrate responsible labour and environmental practices

## **5. Modern Slavery & Human Rights**

World Medica UK maintains zero tolerance for:

- Forced labour
- Human trafficking

- Child labour
- Exploitation in any form

We voluntarily comply with Section 54 of the Modern Slavery Act 2015, regardless of turnover.

We maintain:

- A Modern Slavery & Human Trafficking Policy
- A Supplier Code of Conduct
- Accessible whistleblowing channels for employees and suppliers
- Annual risk assessments and supplier reviews

## **6. Social Responsibility & Workforce Wellbeing**

World Medica UK is committed to:

- Fair and safe working conditions
- Equality, diversity, and inclusion
- No agency or temporary labour
- Training on sustainability, modern slavery, and ethical procurement
- Supporting local communities where possible

## **7. Governance & Accountability**

The Board of Directors retains overall responsibility for sustainability performance.

Operational responsibility is delegated to the Chief Compliance Officer, who oversees:

- Carbon reporting
- Supplier due diligence
- Modern slavery compliance
- Sustainability KPIs
- Annual policy review

## **8. Monitoring, KPIs & Continuous Improvement**

We track and report:

- 100% of suppliers assessed for sustainability and modern slavery compliance
- 90% of high-risk suppliers reviewed annually
- Staff training completion rates
- Carbon emissions reduction progress
- Corrective action plans issued and closed

Performance is reviewed annually and incorporated into continuous improvement planning.

## **9. Policy Review & Approval**

This Sustainability Policy is reviewed annually and approved by the Board of Directors.

Signed on behalf of the Board:

Name: \_\_\_\_\_ Title: Director Signature: \_\_\_\_\_ Date: 02 June  
2025