

Modern Slavery Statement

This statement sets "Red Band" Chemical Company Limited's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 January 2024 to 31 December 2024.

As part of the Healthcare industry, the Company recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The Company is committed to adopting policies that prevent slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Company structure

"Red Band" Chemical Company Limited, T/A Lindsay & Gilmour Pharmacy is a community pharmacy company, with community pharmacies and a central warehouse based in Scotland.

Our Operation and Supply Chains

The Company currently operates in Scotland and our supply chains are centred around pharmaceutical products, the majority of which are supplied by large national wholesalers or manufacturers that are based in the UK.

Our main suppliers are regulated suppliers of pharmaceutical products, medical devices and medical-surgical products and all suppliers are MHRA licensed checked and approved. The MHRA (Medicines and Healthcare products Regulatory Agency) is a government body who regulate medicines and medical devices in the UK.

Our suppliers typically publish their own commitments to slavery and human trafficking and so far as it is possible to do so, we monitor these statements to ensure that slavery and human trafficking does not take place within these supply chains.

Relevant policies

The Company operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy**

The Company encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the Company. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can speak to the Managing Director.

- **Employee code of conduct**

The Company's rules of conduct makes clear to employees the actions and behaviour expected of them when representing the Company. The Company strives to maintain the

highest standards of employee conduct and ethical behaviour when managing its supply chain.

- **Supplier code of conduct**

The Company works closely with suppliers to ensure that they meet the standards of the legislation and improve their worker's working conditions. We expect those organisations to have suitable anti-slavery and human trafficking policies and process in place.

- **Recruitment/Agency workers policy** The Company uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

We will assess any instances of non-compliance if and when they arise and take the appropriate action to remedy such non-compliance.

Training

To ensure appropriate levels of risk awareness in respect of modern slavery and human trafficking, we provide training to relevant members of staff.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes "Red Band" Chemical Company Limited's commitment to addressing and mitigating the risk of modern slavery and human trafficking for the financial year to 31 December 2024.

Signed : Osmond Ramsay

Position: Managing Director

Date: 7 February 2024