



# Modern slavery and human trafficking statement

## Introduction

This statement sets out Cardisio's actions to understand all potential modern slavery risks related to the Company's business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in the business and supply chains.

As part of the medical devices sector the Company recognise that it has a responsibility to take a robust approach to slavery and human trafficking.

The Company is absolutely committed to preventing slavery and human trafficking in the corporate activities, and to ensuring that supply chains are free from slavery and human trafficking.

## Company structure and supply chains

This statement covers the activities of Cardisio:

Cardisio provides a heart data measurement and analysis service for registered professionals, using devices manufactured and owned by the company.

## Countries of operation and supply

The Company currently operates in the following countries:

Germany, Austria, Switzerland, United Kingdom, Spain, Turkey, Mauritius and Venezuela.

The following is the process by which the Company assesses whether or not particular activities or countries are high risk in relation to slavery or human trafficking:

The company only sells its services to registered medical professional, such as Doctors and Cardiologists or Allied Healthcare Professionals, for example Pharmacists.

## High-risk activities

The following activities are considered to be at high risk of slavery or human trafficking:

The company does not believe that it engages in any high risk activities.



## Responsibility

Responsibility for the Company's anti-slavery initiatives is as follows:

Policies: The CEO, Meik Baumeister is responsible for developing company policies and implemented monitoring and review mechanisms.

Risk assessments and due diligence: The company's procurement activities are managed by a senior manager under the direct supervision of a Management Board Member, Mr Detlef Schuster. All suppliers are required to have adequate policies and procedures in place to their obligations to this policy as well as our own. Where possible, we procure our components and services from companies that are located within the European Union. Suppliers outside the European Union are subject to additional scrutiny.

## Relevant policies

The Company operate 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 encourage all 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 whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

### Employee code of conduct

The Company's code makes clear to employees the actions and behaviour expected of them when representing the Company. The Company strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

### Supplier/Procurement code of conduct

The Company are committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The Company work with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the Company's supplier code of conduct will lead to the termination of the business relationship.



## Due diligence

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence and reviews include:

- mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking;
- evaluating the modern slavery and human trafficking risks of each new supplier;
- reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping;
- conducting supplier audits or assessments;
- creating an annual risk profile for each supplier.

## Training

The Company require all staff involved with procurement of equipment, components or services within the Company to complete training on modern slavery.

As well as training staff, the Company have raised awareness of modern slavery issues by creating a series of training sessions.

The training sessions explain to staff

- the basic principles of the Modern Slavery Act 2015;
- how employers can identify and prevent slavery and human trafficking;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the Company; and
- what external help is available, for example through the Modern Slavery Helpline.

This statement was approved on date below by the Board of Directors.

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Meik Baumeister, CEO  
15th April 2024