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## Modern Slavery and Human Trafficking Statement

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This statement covers Paydens Group Holdings Limited and Sangers (Maidstone) Ltd

### Introduction

Paydens Group of Pharmacies is committed to taking the necessary steps to ensure there is no slavery or human trafficking within our business or supply chains. This statement sets out the company'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. This statement relates to actions and activities during the financial year 1st April 2020 to 31st March 2021.

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

In previous years, we have published this statement by no later than 30th April. We recognise that we are publishing this statement later than expected. This is due to the increased demands we faced during the coronavirus pandemic.

### Organisational structure and supply chains

This statement covers the activities of Paydens Group Holdings Limited and Sangers (Maidstone) Ltd.

Paydens Ltd is an independent family owned company established in 1969. We operate pharmacies across the South-East England, with our Head Office based in Maidstone, Kent. The pharmacies around Kent, Sussex and Surrey take care of several Residential and Nursing Homes and give advice to them on a regular basis. We are also able to offer a service to those being cared for at home and many patients have medication trays delivered to them.

We employ roughly 3,000 employees across all of our sites and pride ourselves in having a diverse workforce.

Sangers Ltd is owned by the Paydens group and is a pharmaceutical wholesaler. There are 18,000

lines held in our warehouse, based in Maidstone, Kent, with over 150 employed staff.

Express chemist is part of Paydens Ltd and is an online UK pharmacy which provides quick delivery of the best products at competitive prices. Based in Maidstone, Kent we have become one of the leading online chemists in the UK who also deliver internationally.

Express chemist is registered with the General Pharmaceutical Council and is regularly inspected and audited.

The company currently operates in the following countries;

- + United Kingdom

Our Pharmacies, Head Office, Pharmaceutical Wholesaler and Online chemist are based in South East England.

- + We supply products internationally where we comply with current legislation to approximately 245 countries.

As a company, we ensure all our suppliers adhere to our ethical standards and core values.

## **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 procedures are designed to make it easy for workers to make disclosures, without fear of retaliation.

### **+ Employee code of conduct**

The company's code makes it clear to employees the actions and behaviour expected of them when representing the company. We strive to maintain the highest standards of employee conduct and ethical behaviour.

### **+ Supplier code of conduct**

The company is 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 and act ethically within the law in their use of labour.

### **+ Recruitment policy**

The company uses only specified, reputable employment agencies to source employment.

## **Due Diligence and Suppliers**

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;

- + Clearly communicating our ethical standards to suppliers
- + Mapping the supply chain broadly to assess product or geographical risks of modern slavery and human trafficking
- + Evaluating the modern slavery and human trafficking risks of each new suppliers
- + Conducting supplier audits

The above relevant policies are applicable to Paydens Group Holdings Limited and Sangers (Maidstone) Ltd.

## Awareness

We are committed to raising awareness throughout the business of modern slavery and human trafficking by ensuring the company buyers and Senior Management are aware of the legislation surrounding this Act. We have also raised awareness of modern slavery issues by distributing flyers which include;

- + The basic principles of the Modern Slavery Act 2015;
- + How employers can identify and prevent slavery and human trafficking; and
- + What employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the company.

**John McConville**  
Director of Pharmacy  
Paydens Ltd

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