

MODERN SLAVERY AND HUMAN TRAFFICKING COMMITMENT

United Kingdom

Issue date: 26th August 2026

LeMaitre Vascular Ltd has zero tolerance for modern slavery, forced labour, human trafficking, servitude and child labour in its own operations and expects equivalent standards from suppliers, contractors and business partners.

Organisation and purpose

LeMaitre Vascular Ltd, Companies House registration number 09658645, operates a UK office and warehouse in Hereford with approximately 10 employees. Products supplied through the UK operation are manufactured in the United States and imported for distribution to customers, including NHS customers.

This tender commitment describes the principles and proportionate actions the Company applies and intends to develop to prevent modern slavery and human trafficking in its operations and supply chain.

Principles

- No forced, bonded or compulsory labour, servitude, human trafficking or child labour is acceptable.
- Workers must be treated with dignity and in accordance with applicable employment and human-rights laws.
- Suppliers and business partners are expected to maintain lawful employment practices and equivalent standards.
- Concerns raised in good faith will be taken seriously and reviewed appropriately.
- Commercial pressure does not justify conduct that conflicts with these principles.

Supplier and logistics oversight

LeMaitre Vascular Ltd applies a risk-based and proportionate approach to supplier and logistics-provider oversight. Environmental and responsible-business performance are incorporated progressively in supplier evaluation, logistics-provider selection and contract review processes. LeMaitre Vascular Ltd considers the following:

- Request relevant information or contractual commitments concerning labour standards, ethical conduct and modern slavery prevention where proportionate to risk.
- Consider country, sector, workforce and supply-chain characteristics when assessing where enhanced review may be appropriate.
- Engage relevant suppliers or service providers when information is incomplete or a concern is identified.
- Consider proportionate corrective action, escalation, suspension or termination where a material concern cannot be resolved.
- Retain appropriate tender, due-diligence and follow-up records.

Reporting and response

Employees and business partners are expected to report suspected modern slavery, trafficking or serious labour-rights concerns through available management, legal, compliance or reporting channels. Reports are handled as confidentially as reasonably practicable and assessed according to the nature and severity of the concern.

Where a credible concern is identified, the Company seeks to understand the facts, protect affected persons, preserve relevant information and determine appropriate internal, contractual or external escalation. The response will be proportionate to the circumstances and applicable legal obligations.

Training and awareness

Relevant employees involved in procurement, logistics, supplier management, recruitment and management oversight will be made aware of this commitment and of their responsibility to escalate concerns. Training needs will be reviewed using a risk-based approach.

Monitoring and review

This commitment will be reviewed periodically and may be updated to reflect tender obligations, changes in applicable laws, material risks or improvements in the Company supplier oversight processes.

Approval

Approved for publication and tender submission on behalf of LeMaitre Vascular Ltd by an authorised company director and legal representative.



Patrick Rolland

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Company Director and Legal Representative, LeMaitre Vascular Ltd
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