Modern Slavery and Human Trafficking Statement

Financial Year 2025

1. Introduction

This statement sets out the steps we took in financial year 2025 to prevent modern slavery and human trafficking in our company and in our supply chains. It is guided by Section 54 of the UK Modern Slavery Act 2015.

This statement applies to SCHMITZ medical GmbH and its subsidiaries, including SCHMITZ medical UK Ltd. We publish it voluntarily.

2. Our organisation and our supply chains

SCHMITZ medical GmbH develops and manufactures Class I medical devices, including operating tables, gynaecological examination and treatment chairs, patient transporters, colposcopes and practice furniture. Our sites are located in Wickede (Ruhr) and Bönen. We employ 208 people.

We manufacture at our sites in Wickede (Ruhr) and Bönen. We distribute our products directly, through specialist dealers and through subsidiaries, including SCHMITZ medical UK Ltd. in the United Kingdom.

Our employees in Germany work under conditions governed by a collective bargaining agreement. A works council represents their interests.

We primarily purchase materials, components and services for our production. Around 90 % of our suppliers are based in Germany, around 60 % in our immediate vicinity.

The remaining suppliers are predominantly based in Europe. We have visibility of our supply chain up to our direct suppliers (Tier 1). We do not yet have systematic information on upstream tiers.

3. Responsibilities

Role	Responsibility
Management	Overall responsibility, approval of the policy and statement
Quality Management	Maintenance of the policy, risk assessment, monitoring of implementation, preparation of this statement
Internal reporting office under HinSchG	Confidential receipt and handling of reports

For this statement, Quality Management compiled information from Purchasing, Human Resources and the reporting office.

4. Our policies

Our approach to modern slavery is set out in the following documents:

Document	Description
Corporate Social Responsibility (CSR) Statement	Principles regarding employees, the environment, customers, suppliers and human rights

Document	Description
Anti-Slavery and Human Trafficking Policy	Human rights policy statement. Principles for workers, including freely chosen employment, freedom of movement and association, no recruitment fees, no retention of documents, prohibition of child labour. Expectations of suppliers, handling of suspected cases and remediation.
Whistleblowing system under HinSchG	Confidential reporting channel for employees, suppliers and third parties
Quality management system in accordance with ISO 13485 and ISO 9001	Structured selection, evaluation and monitoring of suppliers

The policies have been approved by the management and are accessible to all employees.

The policy is guided by the ILO core labour standards and the UN Guiding Principles on Business and Human Rights. We revised it in 2026: it now contains principles for workers, opens the reporting channel to external parties and governs the handling of suspected cases and remediation.

5. Risks in our organisation and supply chains

We consider the risk of modern slavery in our own workforce to be low. We operate predominantly in Germany, employ qualified skilled workers and are subject to comprehensive statutory employee protection. In addition, we are bound by a collective bargaining agreement and have a works council.

We also consider the overall risk in our supply chain to be low, as the majority of our suppliers are based in Germany.

In our risk assessment, we take particular account of the country of origin and the type of activity.

We have also examined whether our own business model contributes to risks, e.g. through price pressure or short lead times. As we work predominantly with regional suppliers on a long-term basis, we see no increased risk here.

6. Due diligence processes

Measure	Implementation
Supplier selection and evaluation	Suppliers are evaluated before the start of cooperation and regularly thereafter as part of our quality management system.
Communication of requirements	We make our policy available to suppliers.
Supplier audits	We conduct supplier audits as part of our audit programme.
Reporting channel	The reporting office under HinSchG (hinweis@schmitz-medical.com) is also open to employees of suppliers and third parties.
Worker engagement	The works council represents the interests of employees and is an additional point of contact for concerns.

Measure	Implementation
Handling of suspected cases	The protection of affected persons is our priority. Suppliers are not automatically delisted. If a supplier is not involved, it submits an action plan, the implementation of which we monitor.

7. Training

We inform all employees about our policy. We train relevant employees on the risks of modern slavery.

8. Key performance indicators

The management evaluates the following key performance indicators annually as part of the management review:

Indicator	Financial year 2025 / 2026
Number of reports of modern slavery	0
Proportion of suppliers evaluated	90 %
Number of employees trained	2
Relevant employees (QM, Strategic Purchasing, HR)	9
Proportion of relevant employees trained	22 %

9. Incidents

No cases of modern slavery were identified in our company or in our supply chains in financial year 2026.

10. Continuous improvement and objectives

We aim to continuously improve our measures.

Transparency regarding the upstream tiers of our supply chain remains a challenge.

For financial year 2027, we have set ourselves the following objectives: completion of training for all relevant employees and evaluation of a supplier code of conduct.

11. Approval

This statement has been approved by the management of SCHMITZ medical GmbH.

Wickede (Ruhr), 09/11/2026

Matthias Schmitz, Managing Director