

## **Modern Slavery Statement**

This statement has been published pursuant to section 54 of the UK Modern Slavery Act 2015, and applies to Mindray (UK) Limited, Mindray's ultimate parent company, Shenzhen Mindray Bio-Medical Electronics Co., Ltd. and its subsidiaries ("Mindray Group"). It sets out the steps taken by the Mindray Group during the financial year ended 31 December 2020 to address modern slavery and human trafficking in its business and supply chains. Any referenc

Group except Mindray DS USA Inc., and our Mindray DS Combating Trafficking in Persons Policy, specifically tailored and applicable to our US legal entity, Mindray DS USA Inc.

## **Due Diligence**

### **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk, we have procedures in place to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.

### **On-boarding, auditing and appraising our suppliers**

New suppliers are subject to due diligence checks in the form of: (a) a due diligence questionnaire including responsible business practices, and (b) an on-site audits.

The on-site audit is managed by the Procurement Team, who will conduct the audit, and record the audit findings according to Mindray's scoring standards. Conducting an on-site audit is Mindray's standard approach, however at times Mindray's Procurement Team may decide not to conduct an on-site audit based on the supplier's risk-category and other factors.

The on-site audit includes questions to evaluate to what extent the supplier protects employees, including: (i) safety measures and protective equipment, (ii) reporting and records of any incidents or injuries, (iii) prohibition of child labour and compliance with local labour law, (iv) a working environment free from discrimination, (v) communication of employees' rights, (vi) emergency planning, (vii) environmental management systems, (viii) compliance with environmental laws, (ix) waste management, (x) actions to monitor and minimize negative environmental impacts. Suppliers whose audit results are satisfactory can be introduced as qualified suppliers; whilst suppliers whose audit results are conditional upon the implementation of a rectification plan, will need to demonstrate compliance before being approved. The audit team tracks suppliers' rectification efforts through an "Improvement Evaluation Form".

Since 2019, Mindray European subsidiaries (including Mindray (UK) Limited), have been using Lexis Diligence, a web-based interface featuring global news, business, legal, public records and regulatory content, to conduct due diligence on third parties.

Suppliers that are already part of Mindray's supply chain may be subjected to annual review from a responsible business perspective depending on their performance, risk profile, and importance for the business. The review process monitors, among other factors, the type of supplier, suppliers' performance in the previous year, and compliance with Mindray's responsible business requirements, which include prohibition on modern slavery, human trafficking, discrimination, harassment, sexual abuse and child labour.

### **Supply chain management, monitoring and compliance**

We have zero tolerance to slavery and human trafficking. We have a procedure in place to monitor compliance and initiate remediation action. If there is a risk of non-compliance with any of Mindray's values, which include a prohibition on slavery and human trafficking, we issue a "non-conformity improvement evaluation form" to the supplier. Upon receipt of such form, the supplier has to initiate remediation action. Mindray will then check the effectiveness of the remediation, through a site visit if necessary. If the supplier fails to make effective remediation within the agreed period, Mindray will cease to conduct business with that supplier.

## **Training and Further Steps Taken**

### **Communication**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we have shared our relevant policies internally with our employees along with this statement.

### **Further Steps**

In 2020, Mindray (UK) Limited has started to introduce modern slavery clauses in supply contracts according to which suppliers and distributors undertake to comply with the UK Modern Slavery Act 2015. In the event of any breach, Mindray reserves the right to terminate the supply contract.

We will continually monitor the effectiveness of any steps taken to ensure that there is no slavery or human trafficking in our supply chains. In addition, Mindray has recognised that there are further opportunities and steps it can take to enhance its commitment to combat slavery and human trafficking and will continue to review and improve on existing practices.

### **Approvals**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Mindray Group's modern slavery and human trafficking statement for the financial year ending 31 December 2020. It has been approved by the board of directors of Mindray (UK) Limited with respect to the financial year ending on 31 December 2020 and is signed on behalf of the board by its legal representative.

### **General Manager**

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