Modern Slavery Statement

implantcast UK Ltd
Financial Year 2025 – 2026

1. Introduction

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and outlines the steps implantcast UK Ltd has taken to prevent modern slavery and human trafficking within our business operations and supply chains.

implantcast UK Ltd has a zero-tolerance approach to modern slavery. We are committed to acting ethically, conducting business with integrity, and implementing effective systems and controls to ensure that modern slavery is not taking place anywhere in our organisation or supply chain.

2. Our Organisation

implantcast UK Ltd is the UK subsidiary of implantcast GmbH, an orthopaedic medical device manufacturer headquartered in Buxtehude, Germany.

Established in the United Kingdom in April 2019, implantcast UK operates from its headquarters in Aston, Birmingham. The company specialises in the sales, storage, and distribution of orthopaedic implants and medical instruments to healthcare providers across the UK, including the NHS and private healthcare sector.

implantcast GmbH employs over 800 people and is internationally recognised for its development and manufacture of advanced orthopaedic implant systems, including tumour and revision systems and patient-specific implants manufactured using additive manufacturing technologies.

Our mission is to strive to improve the lives of customers and patients through innovative orthopaedic technology and exceptional service.

3. Our Supply Chains

Our orthopaedic implants and medical devices are manufactured by implantcast GmbH in Germany. Our supply chain also includes logistics providers, distributors, and professional service providers who support the delivery of our products and services.

We recognise that supply chains can present varying levels of modern slavery risk depending on geographic location, sector, and labour practices. As part of our commitment to responsible sourcing, we seek to work with suppliers who share our values regarding ethical business conduct and respect for human rights.

4. Our Commitment to Human Rights

implantcast UK Ltd is committed to protecting and respecting human rights across all aspects of our business.

We do not knowingly engage with any organisation involved in:

- Forced labour
- Human trafficking
- Child labour
- Servitude or exploitative labour practices.

We expect the same high standards from all suppliers, contractors, and business partners.

As an equal opportunities employer, we are also committed to providing a fair, respectful, and inclusive working environment for all employees. Our recruitment processes ensure all employees are legally entitled to work in the UK.

5. Our Policies

Our approach to preventing modern slavery is supported by a range of internal policies available to employees via our intranet and employee handbook.

These include:

- Code of Conduct Policy
- Whistleblowing Policy
- Harassment-Free Workplace Policy
- Anti-Discrimination Policy
- Recruitment and Selection Policy.

These policies promote ethical conduct, fair employment practices, and encourage employees to report concerns without fear of retaliation.

6. Due Diligence Processes

implantcast UK Ltd incorporates modern slavery considerations into our procurement and supplier management processes.

Our due diligence activities include:

- Supplier onboarding checks
- Contractual requirements for compliance with the Modern Slavery Act
- Supplier declarations and policy reviews
- Risk-based supplier assessments
- Ongoing supplier engagement

These processes help us assess potential risks and ensure suppliers align with our ethical standards.

7. Risk Assessment and Management

We regularly review our Tier 1 supplier base to identify potential modern slavery risks using recognised risk indicators such as:

- Geographic risk
- Sector risk
- Labour intensity
- Supplier transparency and governance.

Where suppliers are identified as presenting a higher risk, we may request further information regarding their policies, procedures, and due diligence activities.

Where appropriate, we work collaboratively with suppliers to strengthen their approach to modern slavery prevention.

If concerns cannot be adequately addressed, we reserve the right to re-evaluate or terminate supplier relationships.

8. Measuring Effectiveness

implantcast UK Ltd monitors the effectiveness of its anti-slavery measures by:

- Ensuring supplier compliance checks are conducted,
- Inviting 100% of high-risk suppliers to complete the UK Government MSAT assessment,
- Procurement oversight processes,
- Maintaining a 100% completion rate for Modern Slavery Awareness training,
- Monitoring the number of Modern Slavery reports raised through our whistleblowing policy.

We are committed to continually improving our approach to identifying and mitigating modern slavery risks.

9. Training and Awareness

To ensure awareness of modern slavery risks within our organisation:

- Our employees receive modern slavery awareness training
- Procurement staff are trained on responsible sourcing and risk identification
- Staff are encouraged to report any concerns via the company's Whistleblowing Policy.

This helps ensure employees understand how to recognise and respond to potential indicators of modern slavery.

10. Approval

This statement has been approved by the senior management of implantcast UK Ltd and will be reviewed and updated annually.



Adam Dring
General Manager
implantcast UK Ltd
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