

WORCESTERSHIRE MEDAL SERVICE LIMITED
(the “Company”)

Slavery and Human Trafficking Statement

ORGANISATION’S STRUCTURE

Worcestershire Medal Service Limited is a limited company based in Bromsgrove, Worcestershire.

OUR BUSINESS

The principal activity of our business is the manufacturing and supply of full size and miniature medals and medal mounting. We are also suppliers of state insignia to many Governments around the world. For more information about the company, please visit our website: <https://www.wormcedals.com>

OUR SUPPLY CHAINS

Our supply chains include the sourcing of materials, such as metals, ribbons and boxes from UK based suppliers.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business, by operating a number of internal policies to ensure that we are conducting our business ethically and with integrity. Internal policies are available to all our employees via our online HR and training system, Bright HR, and included within the employee handbook which is issued on commencement of employment. Policies include the following:

Recruitment and selection policy –Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

Whistleblowing policy –As an equal opportunities’ employer, we’re committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves, by providing secure and confidential channels for employees, suppliers, and partners to raise concerns about unethical practices, including those related to modern slavery.

Staff code of conduct –The company provides awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we build long standing relationships with our suppliers and make clear our expectations of business behaviour.

SUPPLIER ADHERENCE TO OUR VALUE AND ETHICS

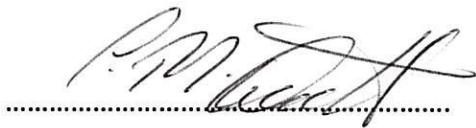
We have zero tolerance towards slavery and require our supply chain to comply with our values. We do not enter into business with any organisation, in the UK which knowingly supports or is found to be involved in slavery, forced or compulsory labour.

OUR EFFECTIVENESS IN COMBATTING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators to measure how effectively we have been to ensure that slavery and human trafficking is not taking place in our business or supply chains:

- Use of staff monitoring and payroll systems
- Level of communication and personal contact with our suppliers and their understanding of our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year

A handwritten signature in black ink, appearing to read 'P. McDermott', is written over a horizontal dotted line.

Philip McDermott
CEO

This statement has been approved by Philip McDermott for the financial year ending 31 May 2025.

This statement will be reviewed and updated every year.