



MODERN SLAVERY STATEMENT for FINANCIAL YEAR 2016

Meltemi Ltd designs and supplies uniform clothing to organisations providing healthcare, residential care and domiciliary care in the UK. These include NHS Trusts, GP Medical Practices, Private Healthcare companies, Residential Care Home providers and Domiciliary Care and Nursing agencies.

We are owned by Alsico Laucuba Ltd which is located in Preston and it, in turn is part of the Alsico group which trades globally and whose headquarters is based in Belgium. Alsico have a number of manufacturing locations and sales offices spread across predominately Europe and Asia.

We supply our customers using product manufactured primarily in group owned manufacturing locations in Laos and Morocco. Some smaller volume or specialist product groups are manufactured in Bangladesh, Mauritius and UAE. Raw materials are specified by Meltemi and purchased from preferred or contracted manufacturers.

Our workforce in the UK is made up of permanent employees employed directly by Meltemi in either full or part-time roles with contracted hours. Employees in manufacturing locations used by us are also permanent employees, again employed directly by the manufacturing company. A minority of locations use a migrant labour force and provide accommodation for those workers.

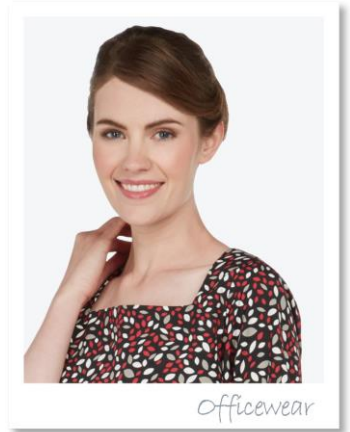
Our policy relating to ethical trading has been aligned to the principles of the ETI Base Code and we use these principles to drive our activity in terms of ethical trading. Every supplier to Meltemi is required to sign up to our policy and agree to ensure that the Base Code principles are upheld within their own organisation. Meltemi Ltd is a full member of the ETI.

We endeavour to forge partnerships with our suppliers to ensure transparency and compliance around modern slavery and human trafficking. Suppliers are made aware of the requirement of the first principle of the ETI Base Code and our expectation that we will monitor and continually assess compliance in our supply partners.

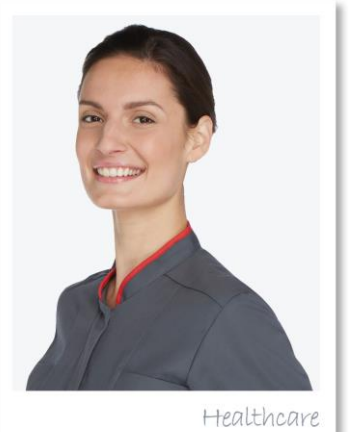
Employment is freely chosen

We expect suppliers to publish the ETI Base Code to their workforces so that they too, can understand our commitment to this principle.

However we recognise the inherent risks associated with garment production and



officewear



Healthcare



Workwear



**Ethical
Trading
Initiative**

Member

Respect
for workers
worldwide

the geographical and cultural areas in which we work. Our belief is that transparency offers the best opportunity to create compliance and we are working with suppliers to assess their practices and map their suppliers of raw materials. In this way, we hope to ensure the fullest knowledge of suppliers and the risks for modern slavery that exist within those organisations.

It is our practice to assess risk and analyse its possible impact, identifying areas of risk and looking for root causes. Our aim is to embed these assessments into our business practices and processes and one of the ways that we do this by training our UK staff to recognise the potential signs of modern slavery and providing a process by which they can report their concern. In addition, we work to heighten awareness in our suppliers so that they can improve their own practices and ability to spot the potential for modern slavery to occur in their own supply chains.

We are working to maintain progress against key benchmarks that have been designed to improve our ability to identify the risk of modern slavery in our supply chain.

The Board of Meltemi Ltd is committed to the work of the company in this area and is determined to ensure that the resource and capacity required for this work to be successful is made available.

We understand the need to recognise the value of remediation and are committed to redressing wrong where it can be identified.

New suppliers are clearly an area where risk is exacerbated and we work with potential suppliers to evaluate their practices and compliance with our ethical trading policy and the principles of the ETI Base Code. We are looking for suppliers who understand the need for compliance and who will work with us to improve working conditions for their workforce and endeavour to eradicate the risk of modern slavery within their own organisation and their supply chain.

We believe that we are not seeing current evidence of modern slavery or human trafficking within our immediate supply chain but we recognise that this is a dynamic and fluid situation in which we are involved and that we must have a robust process in place that continually monitors and assesses the changing landscape that is our supply chain.

It is our ambition for 2017 to support opportunities for worker voice and to encourage the use of an easy and available whistle-blowing service throughout the workforces of our supply chain. We know that both these can be strong drivers in removing the risk of modern slavery and could give us reassurance of compliance with supplier companies.

Meltemi Ltd is independently audited against the requirements of the NHS Labour Standards Assurance Scheme, has achieved Level 3 of the scheme and will be working to achieve the highest level in 2017 which is Level 4.

Sue Brothers

Managing Director

Meltemi Ltd.

