

## Modern Slavery and Human Trafficking Statement 2025/26

### Introduction

Although Chaneco Ltd is not currently required by law to publish a Modern Slavery and Human Trafficking Statement under the Modern Slavery Act 2015, we choose to do so voluntarily as part of our ongoing commitment to ethical business practices and transparency within our supply chain.

Chaneco is committed to preventing modern slavery and human trafficking in its operations and supply chain, and to acting professionally, fairly, and with integrity in all our business dealings and relationships wherever we operate. This statement is made in accordance with the Modern Slavery Act 2015 and sets out the steps that Chaneco has taken during the past year to ensure that modern slavery is not taking place in our business or supply chain.

### Scope and Applicability

This statement applies to all operations of Chaneco Ltd, including our manufacturing, distribution, and administrative activities, and to all suppliers and contractors that provide goods and services directly to our business.

Chaneco acknowledges the NHS Supplier Code of Conduct and NHS expectations regarding ethical labour practices. We work to ensure that our suppliers and partners uphold these same principles of fairness, equality, and respect for human rights.

### Our Business

Chaneco Ltd is a manufacturer of orthopaedic footwear and custom orthotic goods, and a distributor of stock orthotic goods, with a factory and warehouse based in Northampton, UK. We recognise the responsibility we have in ensuring that our business and supply chain are free from slavery and human trafficking.

### Our Policies

Chaneco has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all business dealings and relationships. Our policies and procedures reflect this commitment, including:

### Supplier Code of Conduct

Chaneco operates within a framework of extremely high standards, and it is essential to our continued success that our suppliers also conduct their business in a manner that supports our commitment to equality, environmental sustainability, and ethical trading. We require our suppliers to adhere to our Supplier Code of Conduct, which includes a prohibition on the use of forced or involuntary labour.

We regularly monitor our KPI on “Supplier audits/QTAs completed” to ensure that suppliers are complying with our Code as part of our Integrated Management System (IMS) procedures.

### **Employee Code of Conduct**

Our employees are provided with clear information that emphasises our commitment to fair labour practices and human rights.

### **Due Diligence and Risk Assessment**

Chaneco conducts proportionate due diligence on all new suppliers and periodically reviews existing suppliers based on risk. This includes assessing the nature of goods or services provided, country of origin, and supplier compliance history. Where higher risks are identified, we take additional steps such as requesting evidence of the supplier’s own Modern Slavery Policy or relevant certifications.

### **Training and Awareness**

We provide training to our employees to ensure they understand the risks of modern slavery and human trafficking in our business and supply chain. All senior management are trained on how to identify potential signs of modern slavery and how to respond appropriately, including how to contact the Modern Slavery Helpline (08000 121 700).

### **Reporting and Whistleblowing**

Chaneco encourages the reporting of any concerns related to modern slavery or human trafficking. We have established mechanisms for employees and stakeholders to report any suspicions confidentially, and we investigate and address such reports promptly and fairly.

### **Continuous Improvement and Future Steps**

Chaneco is committed to continuous improvement in preventing modern slavery. In the coming year, we plan to:

- Enhance our supplier audit and evaluation programme.
- Expand training for all employees involved in procurement and supplier management.
- Continue to review and update our policies and IMS procedures to ensure they reflect best practice and current legislation.

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## Approval and Publication

This Modern Slavery and Human Trafficking Statement covers the financial year ending 31 March 2026.

Approved by:



Helen Hanley-McTaggart

Managing Director, Chaneco Ltd

Date: 28<sup>th</sup> April 2026

This statement will be reviewed annually and is published on Chaneco's website and made available to employees, suppliers, and the public.



Chaneco Limited is registered in England under Company Number 11511502  
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