

Modern Slavery & Human Trafficking Statement

Introduction

This Slavery and Human Trafficking Statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes Henry Schein UK Holdings Limited's ("Henry Schein UK") slavery and human trafficking statement for the financial year ending December 2019.

This Statement sets out the steps Henry Schein UK takes to understand and address any risk of slavery and human trafficking related to its business.

Our organisation's structure

Henry Schein UK, with its headquarters in Gillingham/Kent, is a wholly owned subsidiary of Henry Schein Inc., a FORTUNE 500® company and a member of the S&P 500® and NASDAQ 100® Indices. The Henry Schein group is the world's largest provider of health care products and services to office-based dental and medical practitioners. Henry Schein UK operates its business in its own name as well as through its subsidiaries. It has a well-developed system of internal authorities, controls and policies within the Group.

Our Supply Chains

Henry Schein UK has more than 500 active suppliers for health care products and components globally.

Our policies

The global Henry Schein group, including Henry Schein UK, is dedicated to maintaining the highest ethical standards. The most fundamental principle of our Worldwide Business Standards is to "adhere to the legal and regulatory requirements that govern all aspects of our business, including the procurement, sale and distribution of our products". This applies to our own organization as well as to third parties that we work and cooperate with.

Our working practices and Human Resource policies commit Henry Schein UK to providing a workplace that is free from discrimination, intimidation, hostility, and violence.

In 2016 the global Henry Schein group, including Henry Schein UK, adopted a Supplier Code of Conduct (the Code) which has been integrated into our quality system. The Code sets out our expectations of suppliers in relation to human rights. It expressly states that suppliers have to provide an environment where employment decisions are based on free choice and may not involve forced or prison labour, physical punishment or threats of violence or other forms of physical, sexual, psychological or verbal abuse as a method of discipline or control. The code prohibits child labour and demands adherence to the minimum employment age limit as defined by applicable laws.

Further measures

While we do not see any risk of forced labour or child labour within our own organization, we are reviewing the language in our HR policies in order to reinforce our zero tolerance message on such issues. We also aim to further increase the awareness of our team members while interacting with Henry Schein business partners globally.

Currently we are not aware of any forced labour or child labour within our supply chain, but we are taking steps to identify, better understand and address any such potential risks.

For existing suppliers, Henry Schein UK has started a process to identify potential risk areas. This process was started by sending an electronic questionnaire to our suppliers requesting information in order to build transparency on this issue and to determine the level of social accountability and compliance within our supply chain.

For new suppliers, the requirements of the Code have been integrated into the initial supplier due diligence pack. Suppliers are expected to confirm in writing their adherence to the principles set forth in the Code.

Henry Schein UK is also committed to the establishment of Labor Standards Assurance (Management) System throughout direct operations and the parts of our supply chain, relevant to tender supply of UK National Health Service Supply Chain. We are audited to first level (currently preparing for external assessment for Level 2) from an accredited third party but our code of conduct and practice is measurable to the highest ethical standard. We are also committed to comply with all applicable national legal and relevant requirements and encourage our suppliers to adhere to similar principles.

Training

All employees involved in supply chain and recruitment have been trained on the requirements of the Act. This will continue annually.

Next Steps

In light of the Modern Slavery Act, we are assessing our interaction with suppliers and will review supplier responses to our questionnaires to continue to identify any areas of risk and concern. In the event that a real or potential risk is identified, we plan to commence supplier audits and we will seek to engage with any affected suppliers to address and eliminate any critical issues.

This statement was approved by Patrick Allen, Managing Director, on 21 January 2021.