Kamsons Pharmacy Modern Slavery Statement (Financial Year 2024/25)

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that **Waremoss Ltd t/a Kamsons Pharmacy** has taken, and continues to take, to ensure that modern slavery and human trafficking are not taking place within our business or supply chains. This statement also covers Sutton Chase Ltd, a wholly owned subsidiary company of Waremoss Ltd

Modern slavery encompasses slavery, servitude, human trafficking, and forced labour. Kamsons Pharmacy has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within our organisation or supply chains.

Our Business

Kamsons Pharmacy is a UK-based organisation operating a network of 84 community pharmacies. Our operations are supported by a head office function and a centralised distribution operation.

Our Policies

We maintain internal policies to ensure that we conduct business in an ethical and transparent manner.

Recruitment Policy

We operate a robust recruitment policy, including conducting right-to-work checks for all employees to prevent illegal working and minimise the risk of human trafficking or forced labour. Employees involved in recruitment activities receive appropriate training.

Whistleblowing Policy

We operate a whistleblowing policy to ensure that all employees can raise concerns about the treatment of colleagues or practices within our business or supply chains without fear of reprisal.

Our Supply Chains

Kamsons Pharmacy undertakes due diligence when engaging with suppliers. This includes assessing potential risks related to modern slavery and, where appropriate, seeking assurances that suppliers comply with applicable laws and standards, including those relating to labour rights and human trafficking.

We expect all suppliers to share our commitment to ethical business practices and to operate with integrity and transparency.

Training and Awareness

We are committed to raising awareness of modern slavery risks within our organisation. Relevant employees, particularly those involved in recruitment and procurement, are provided with appropriate guidance and training to help identify and respond to potential risks.

Performance Indicators

We assess the effectiveness of our measures to prevent modern slavery through:

- Monitoring reports received via our whistleblowing procedures
- Reviewing any concerns raised by employees, the public, or law enforcement agencies
- Ongoing assessment of supplier compliance and potential risk areas

We aim to ensure that no instances of modern slavery are identified within our business or supply chains.

Approval

This statement has been approved by the Board of Directors and is reviewed annually.

Mr B Chotai
Director 17th March 2026