

# Modern Slavery Statement

Meticuly recognizes the global reach of modern slavery and human trafficking, and is committed to upholding ethical and responsible sourcing practices throughout our supply chain. This statement outlines our approach to identifying and mitigating modern slavery risks.

## Our Business and Supply Chain

As a medical device manufacturer specialising in custom-made 3D printed titanium implants, we recognise the importance of maintaining transparent and ethical practices. We design and manufacture all of our products in-house at our manufacturing facility in Bangkok, Thailand. All employees have a written contract of employment in conformity with national labour laws. Our supply chain spans multiple countries, involving suppliers of raw materials, technical services, and advanced technology components essential for our manufacturing processes.

Meticuly has identified specific areas of our business and supply chain where the risk of modern slavery could be heightened:

- **Raw Material Sourcing:** Certain materials in the medical device industry come from regions where forced labour risks are elevated. We prioritise working with suppliers in lower-risk locations or those that demonstrate strong ethical records.

## Policies and Commitments

Our approach to combating modern slavery is integrated within our Health, Safety, and Environment (HSE) policies, quality management systems, and ESG (Environmental, Social, and Governance) framework. Our specific commitments include:

- **Code of Conduct:** We expect all employees and contractors to adhere to our Code of Conduct, which upholds the principles of fair labour, ethical treatment, and respect for human rights. Our suppliers are required to adhere to our Code of Conduct, which mandates zero tolerance for forced labour, human trafficking, or exploitative working conditions. Suppliers are also expected to cascade these standards throughout their own supply chains. In cases where a supplier fails to meet our expectations, we may take appropriate action, including terminating the partnership.
- **Training and Awareness:** We conduct regular training sessions for employees to raise awareness on identifying and addressing modern slavery risks.

## Due Diligence Processes

Our due diligence processes aim to identify and mitigate modern slavery risks through a comprehensive review of our suppliers. These processes include:

- **Supplier Pre-Qualification:** New suppliers are screened for compliance with labour laws and modern slavery risks.

To measure our progress in tackling modern slavery, Meticuly uses the following Key Performance Indicators (KPIs):

- Percentage of the supply chain for which supply chain mapping has been completed
- Number of Training Hours delivered on modern slavery
- Number of recorded incidents

## Our commitment

- We are unwavering in our stance against modern slavery in all its forms, including forced labour, bonded labour, human trafficking, and child labour.
- We adhere to applicable national and international laws and regulations on modern slavery and human trafficking.
- We expect our suppliers to share our commitment and uphold the same high standards of ethical conduct throughout their own operations and supply chains.
- We expect our suppliers to respect and comply with all applicable law and take prompt and effective action to address any identified modern slavery risks within their operations.

We regularly review and refine our policies, risk assessments, and KPIs to ensure alignment with evolving standards and best practices. Our commitment to transparency and accountability drives us to strengthen our approach continuously, adapting to any new insights or regulatory updates.

*Last updated: November 2024*



Peeranoot Lohwongwatana  
COO, Managing Director






# Modern Slavery statement - Google Docs

Final Audit Report

2025-03-06

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