

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 2021.

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 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 must 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.

Our Supply Chains

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

In 2017, for existing suppliers, Henry Schein UK 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.

From 2018 through 2021, Henry Schein UK has continued to work with existing suppliers capturing data provided to support evidence of compliance to social accountability. In addition, Henry Schein UK has implemented an annual review process to assess potential risk based on SA8000 standards around country of manufacture combined with evidence already provided. To date none of the audits completed have identified any breach of the standards required to demonstrate adequate supply chain social accountability.

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 second level from an accredited third party and 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.

As a significant distributor of gloves to health care professionals, Henry Schein is pleased to participate in the Responsible Glove Alliance, this most important initiative positively impacts the lives of workers in the glove supply chain. Learn more: <https://www.responsiblebusiness.org/rga/>

Training

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

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.

This statement was approved by Patrick Allen, Managing Director, on 1st July 2022