



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement covers Paydens Group Holdings Limited and Sangers (Maidstone) Ltd and is made pursuant to Section 54 of the Modern Slavery Act 2015 for the financial year ending 31st March 2026.

Introduction

Paydens Group of Pharmacies is committed to ensuring that there is no slavery, servitude, forced labour or human trafficking within our business or supply chains. This statement outlines the steps we have taken during the reporting period to understand and minimise the risk of modern slavery and human trafficking within our operations and supply chains.

As a healthcare provider, pharmaceutical wholesaler and retailer, we recognise our responsibility to act ethically and with integrity in all business relationships. We remain committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within our organisation or supply chains.

Organisational Structure, Business and Supply Chains

This statement covers the activities of Paydens Group Holdings Limited and Sangers (Maidstone) Ltd.

Paydens Ltd is an independent family-owned business established in 1969. Paydens operates pharmacies and healthcare services across the South East of England, including a partnership location within an airport retail environment, with our Head Office based in Maidstone, Kent.

We employ approximately 1,100 colleagues across our pharmacy branches, support functions and distribution operations and are proud of our diverse workforce.

Sangers (Maidstone) Ltd is a pharmaceutical wholesaler within the Paydens Group. Based in Maidstone, Kent, the business holds approximately 3153 product lines and employs

approximately 40 colleagues.

Express Chemist forms part of Paydens Ltd and operates as an online pharmacy providing pharmaceutical and healthcare products throughout the United Kingdom and internationally. Express Chemist is registered with the General Pharmaceutical Council and is subject to regular inspection and audit.

Our operations are primarily based within the United Kingdom. Our supply chains include:

- Pharmaceutical manufacturers and wholesalers
- Healthcare and medical product suppliers
- Retail product suppliers
- Logistics and distribution providers
- Facilities management and maintenance providers
- Recruitment and temporary staffing agencies
- Professional service providers

Policies

Paydens has a number of policies and procedures that support our commitment to preventing modern slavery and human trafficking.

These include:

- Whistleblowing Policy
- Recruitment Policy
- Equality, Diversity and Inclusion Policy
- Disciplinary Policy
- Grievance Policy
- Safeguarding Procedures
- Supplier and Procurement Procedures

These policies support fair treatment of workers and include provisions relating to:

- Freedom of workers to terminate employment
- *Prevention of harassment, intimidation and discrimination*
- Ethical recruitment practices
- Reporting and escalation of concerns
- Protection of vulnerable individuals
- Compliance with employment legislation

Due Diligence and Suppliers

Paydens undertakes due diligence when engaging new

suppliers and continues to review existing supplier relationships as part of our ongoing governance processes.

Our approach includes:

- Communicating our expectations regarding ethical business practices
- Working with reputable suppliers and service providers
- Monitoring supplier relationships and performance
- Conducting audits where required
- Ensuring all employees have appropriate right-to-work checks completed before employment commences

Where concerns are identified, these are reviewed and escalated through the appropriate management channels.

Monitoring and Reporting

Employees are encouraged to raise concerns through a number of reporting routes, including:

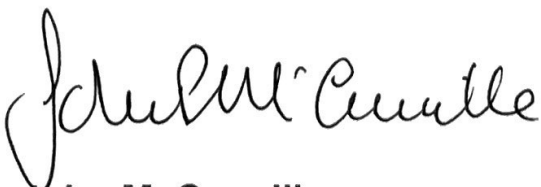
- Line managers
- Human Resources
- The Whistleblowing Policy
- Safeguarding processes
- Clinical Governance support

Paydens has an appointed Clinical Governance Officer who oversees patient safety, information governance, data protection and regulatory compliance. Employees may seek guidance or raise concerns directly with the Clinical Governance Officer where appropriate.

No incidents of modern slavery or human trafficking were identified within our operations during the reporting period.

Approval

This statement has been approved by the Director of Paydens Group Holdings Limited and Sangers (Maidstone) Ltd.



John McConville
Director
Paydens LTD