

Modern slavery statement

Introduction

This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015 and constitutes Team Consulting Limited's ("Team") slavery and human trafficking statement.

Modern slavery and human trafficking statement

Team is a professional services company providing support and advice to clients in the design and development of medical products and services. We operate from the UK and support clients throughout the world but predominantly in the UK, Europe and US. Team is committed to preventing slavery and human trafficking in its corporate activities and to ensuring that its supply chains are free from slavery and human trafficking. Team is committed to complying with all relevant laws and regulations and to ensuring that its supply chain commits to doing likewise.

Assessment of risk is very low

We have reviewed our supply chains and believe that the nature of the goods and services which we procure, the locations from which we procure them and our procurement practices means that the risk of human trafficking or slavery occurring in our business or in our supply chains is very low.

We are however committed to continual improvement in managing human rights and modern slavery risk in our supply chain and we keep our policies and procedures under review.

Our core values

Our vision is to be a company that changes lives for the better and our core values underpin the vision and are key to how we work: integrity, creativity, excellence and collaboration.

We are committed to running a sustainable and socially responsible business.

As a company we:

- Treat our staff, clients and suppliers well
- Care about the environment
- Work with sustainable and socially responsible suppliers
- Have good ethics
- Support the welfare of others by donating to good causes.

Our employment practices

We are committed to the equal treatment of all and we treat all our people with dignity and respect, providing a productive working environment free from discrimination, victimisation, bullying and harassment.

All directly employed staff have access to an employee handbook which includes our Diversity, equality and inclusion, Anti-bullying and anti-harassment and Whistleblowing (public interest disclosure) policies.

We only use reputable recruitment firms and comply with all relevant local laws and regulations.

We complete an annual EcoVadis assessment, which strengthens our commitment to human rights, anti-corruption practices and environmental sustainability by providing an independent evaluation of our policies and performance in these areas.

Our approach to supplier selection

All of Team's suppliers (including sub-contractors and associates) are expected to adhere to Team's Third Party handbook and this includes requirements such as:

- ethical employment
- anti-bribery and corruption
- conflict of interest
- information protection
- whistle blowing
- Modern Slavery Act.

All approved suppliers are added to a controlled list and due diligence checks are made on those identified as potentially high risk.

Feedback / concerns

Our whistle blowing policy applies to all employees and suppliers (including contractors and associates) and clearly sets out the process by which concerns can be raised without fear of recrimination about any potential wrongdoing. Anyone outside of the business can also raise concerns in confidence by contacting HRTeam@team-consulting.com.

This statement was approved by the Team Consulting Board of Directors in December 2025.

Iain Ansell
Chief Executive Officer
Team Consulting Limited