

# Modern Slavery Statement 2025–2026

## Modern Slavery and Human Trafficking Statement

Financial year: 1 January 2025 to 31 December 2025

This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015 and sets out the steps taken by **Laerdal Medical Ltd** and its parent company **Laerdal Medical AS** (together, “Laerdal”) to prevent modern slavery and human trafficking in our business and supply chains.

This statement has been approved by the boards of Laerdal Medical Ltd and Laerdal Medical AS and is signed by a director on behalf of each entity.

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### 1. Organisation, business and supply chains

Laerdal’s mission is Helping Save Lives. We develop products, programmes and digital solutions for healthcare education, training and therapy, with a particular focus on resuscitation, patient safety and global health.

Laerdal Medical Ltd is the UK subsidiary of Laerdal Medical AS, a Norwegian company headquartered in Stavanger, Norway. Laerdal operates globally, with sales offices in multiple countries and manufacturing facilities in Norway, the United States, Mexico and China. In the UK, Laerdal Medical Ltd operates from Orpington and provides sales, service and support activities.

Our supply chains include the sourcing of components, finished medical and training devices, logistics services, professional services and IT services. Due to the nature of our products and global footprint, our supply chains are international and multi-tiered.

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## 2. Policies in relation to modern slavery

Laerdal is committed to acting ethically and with integrity in all business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our organisation or supply chains.

Our approach is underpinned by internationally recognised frameworks, including the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the UN Global Compact, to which Laerdal is a signatory.

Key policies include:

- **Code of Conduct**, which applies to all employees and prohibits forced labour, child labour and any form of exploitation
- **Code of Conduct for Business Relationships**, which sets expectations for suppliers and business partners on human rights, labour standards and ethical conduct
- **Anti-Slavery Policy**, which explicitly addresses modern slavery and human trafficking risks
- **Whistleblower Policy and Channel**, which enables employees and external parties to raise concerns confidentially and without fear of retaliation

These policies are reviewed periodically and are publicly available on Laerdal's website.

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## 3. Due diligence processes

Laerdal has established due diligence processes designed to identify, assess and mitigate the risk of modern slavery within our business and supply chains.

These processes include:

- Risk-based supplier onboarding, taking into account geography, sector and nature of goods or services
- Requirements for suppliers to adhere to Laerdal's Code of Conduct for

Business Relationships or equivalent standards

- On-site audits and assessments for suppliers involved in the manufacture of medical devices and critical components, where appropriate
- Ongoing supplier monitoring and periodic reassessment based on risk

Where issues are identified, Laerdal works with suppliers to implement corrective actions and, where necessary, escalates or terminates relationships if standards are not met.

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## 4. Risk assessment and management

Laerdal recognises that modern slavery risks vary by geography, sector and supply chain tier. We focus our efforts on areas where the risk of forced labour, child labour or other exploitative practices may be higher.

Risk assessment activities include:

- Evaluating country and sector risk during sourcing decisions
- Prioritising enhanced due diligence for higher-risk suppliers
- Reviewing audit findings and supplier disclosures to identify systemic or emerging risks

To date, Laerdal has not identified any confirmed cases of modern slavery within its operations or supply chains. We recognise, however, that the absence of identified cases does not eliminate risk, and we continue to strengthen our risk identification and mitigation activities.

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## 5. Effectiveness and monitoring

Laerdal monitors the effectiveness of its approach to preventing modern slavery through a combination of qualitative and quantitative measures, including:

- Supplier audit outcomes and corrective action closure rates
- Supplier compliance with codes of conduct

- Internal reporting through the whistleblower channel
- Management review of sustainability and responsible sourcing activities

We continue to develop our approach to measuring effectiveness, with a focus on continuous improvement and increased transparency year on year.

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## 6. Training and awareness

All employees receive training on Laerdal's Code of Conduct as part of onboarding, which includes expectations relating to ethical behaviour and labour standards.

Employees involved in sourcing, procurement and supplier management receive additional guidance and training relevant to responsible sourcing and human rights risks. Laerdal continues to enhance targeted training to build awareness of modern slavery risks and indicators across the organisation.

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## 7. Continuous improvement

During the next reporting period, Laerdal will focus on:

- Further strengthening supplier risk assessments and data quality
  - Enhancing supplier engagement on human rights expectations
  - Developing more structured metrics to assess effectiveness
  - Aligning disclosures with updated UK government guidance on modern slavery reporting
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## Approval and signature

This statement was approved by the boards of the undersigned entities and is signed on their behalf.

**Laerdal Medical Ltd**

Signed:

*James Buchanan*  
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Name: **James Buchanan**

Title: Director

Date: 2026-04-17

**Laerdal Medical AS**

Signed:

*Alf-Christian Dybdahl*  
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Name: **Alf Christian Dybdahl**

Title: Chief Executive Officer

Date: 2026-05-07

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This statement will be published on the UK website ([laerdal.com/gb](https://laerdal.com/gb)) in a prominent location and submitted to the UK Modern Slavery Statement Registry in line with government guidance.