Modern Slavery and Human Trafficking Statement

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 ("the Act") and sets out Romak Denture Company's actions to understand all potential modern slavery risks related to our business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our business or our supply chains.

As a leading dental laboratory in South Wales, Romak recognises that it has a responsibility to take a robust approach to modern slavery and human trafficking and is committed to preventing such activity in its corporate activities including in its supply chains.

Our business
Romak is a well-established dental laboratory set up in 2002, employing 15 staff, serving a client list of over 250 dentists across South Wales and beyond, manufacturing and repairing a range of over 70,000 dental products dentures and accessories for dentists and for private individuals at our spacious and well-equipped laboratories.

Our approach
As one of South Wales's largest dental laboratories, we always work to the highest professional standards and comply with all laws, regulations and rules relevant to our business. Our corporate aim is to ensure we make positive social, environmental and economic contributions across our business.

Our supply chain relationships
Romak's supply chain consists of over 11+- suppliers. Many of our suppliers Pan European and global organisations with whom we adopt a collaborative and open styled relationship. At present, we are not aware that any of our current supply chains are sourcing from high risk geographies.
We do not believe we have any activities within our organisation which are considered to be at high risk of slavery or human trafficking. In light of the additional clause, referenced "Transparency in Supply Chain", which was added retrospectively to the Act in October 2015, we have stated our Supply Chain Mapping Policy. Our primary aim is to ensure a clear methodology for the management of risks in our supply chain and to minimise any adversity.

Our policies on slavery and human trafficking
Romak is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains or in any part of our business.
From a recruitment perspective, the majority of our hiring is direct although we supplement this with recruitment agency support where necessary. We operate a parallel process for the engagement of all self-employed clinicians. Through robust screening and new starter administration processes, we evidence employees' identity, career history and ensure their Right to Work.

Romak will ensure that our Anti-Slavery Policy is effectively implemented and complied with, so as to ensure that there is no slavery or human trafficking in any part of our business or our supply chains. As part of this approach we will adopt a zero tolerance approach to modern slavery and human trafficking and we will communicate this to all our suppliers, contractors and business partners.

We will also cease to engage with individuals and organisations working on our behalf if they do not comply with our approach and will act immediately in accordance with our legal and moral obligations.
Our procurement process will include a procedure in which we will vet each new supplier and carry out a risk analysis based on the nature and value of the product or service.
All our suppliers are expected to comply with all local and national laws and regulations and we will therefore seek information about:

- Monitoring of tier 1 and 2 supply chains for unfair practices;
- Policies on fair sourcing of goods and services;
- Employment practices such as advertising vacancies, work/life balance;
- Training for staff;
- Diversity data;
- Corporate Social Responsibility

We have a zero tolerance approach to modern slavery and human trafficking, we will communicate this to all our suppliers, contractors and business partners at the outset of any of our business relationships. We will also cease to engage with individuals and organisations working on our behalf if they do not comply with the Act.

We take the following further steps to combat modern slavery and human trafficking and to ensure that our obligations under the Act are passed through our supply chains.
We will obtain contractual warranties that no slavery is used anywhere in our suppliers' business or by any of the suppliers in their supply chain and that all necessary processes and policies have been put into place to ensure that this remains the case;
We will add indemnity provisions and rights to terminate for breach of our Anti-Slavery Policy into our contracts and ensure risk areas are documented, monitored and taken into consideration in any future contract renewals.

Supplier's Declaration : Confirming that as a key supplier to Oasis you share the same values as us and are fully committed to tackling Modern Slavery and Human Trafficking. Email this signed form back to eoin.maclean@als-dental.com

Name…… Position ……..

Signature……. Date…….

Supplier Name …….