



MODERN SLAVERY STATEMENT

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It constitutes Vision RT Ltd., its subsidiaries and associate companies' slavery and human trafficking statement in respect of the financial year ending 31 December 2025.

Our Business

Vision RT is a UK-based firm with a global presence, with over 400 staff based in two offices in the UK, one office in Warsaw and across regional businesses in EMEA, APAC and the USA. The firm is an internationally certified and regulated medical device manufacturer providing Surface Guided Radiotherapy (SGRT) solutions to the radiotherapy market.

Company Structure

Vision RT's main operating companies are Vision RT Ltd. The firm also has legal entities in Poland, USA, Canada, Germany, France, Spain, India, South Korea, Japan, China and Australia.

Our Supply Chain

The Company uses a central procurement process operated internally from its manufacturing site. The firm conducts due diligence on both direct and indirect suppliers and we procure from firms with Modern Slavery compliance statements. Where suppliers are too small for this to be applicable, suppliers are subject to audit as part of the firm's audit programme.

As a professional medical device manufacturing firm, the Company does not operate in an industry where modern slavery is prevalent but nevertheless is committed to taking steps to uncover any potential risks within its supply chain.

Recruitment

The Company uses a central procurement process (for full time and temporary staff) operated internally by its Group HR department in London. The firm conducts candidate screening on all applicants to ensure that all employees and contractors have legal right to work in the locations where they are employed.

As the firm is dealing with relatively high-technology challenges, the Company does not operate in an industry where modern slavery is prevalent but nevertheless is committed to taking steps to uncover any potential risks within its employment practices.



Our Policies

Vision RT also has a policy on Modern Slavery which is part of our Employee Handbook.

Training

The Company's Modern Slavery Policy has been rolled out to all staff and incorporated into induction training, which is controlled and administered via our digital learning management system provided by iHasco. It includes information on who staff should contact should they have any concerns.

Company staff and contractors are encouraged to report any concerns or suspicions regarding the presence, or suspicion of modern slavery within any aspect of the supply chain or recruitment process. We also offer an externally operated whistleblowing helpline for all our staff to use if required.

Going Forward

Vision RT recognises that tackling modern slavery requires a year-on-year commitment and will continue to undertake due diligence in our supply chain and in our recruitment activity to review and improve procedures to help identify and prevent the risks of modern slavery or any form of human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

A handwritten signature in blue ink, appearing to read "Gordon A Headley".

Gordon A Headley

VP Human Resources