

Modern Slavery Statement 2026

Commitment

MAK-SYSTEM is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

While not legally obligated to publish a Modern Slavery Statement in the UK, we do so as a responsible employer with a belief that companies have community responsibilities above and beyond the contribution made by their employment and wealth creation activities.

We are committed to seeking to make positive economic, social, and environmental contributions in the communities in which we operate and to ensuring that good corporate behaviour is integrated into all aspects of our operations and those of our suppliers.

About MAK-SYSTEM

MAK-SYSTEM is a technology company operating in the healthcare sector.

We are one of the world leader's in Blood Management systems, supplying innovative technology solutions and services to optimize the collection, storage, and distribution of Blood, Plasma, Tissue and Biologics for Cell and Gene Therapies.

Our headquarters are in the United Kingdom, and we employ approximately 211 employees in 8 countries: the UK, France, Germany, the USA, Spain, Serbia, North Macedonia, and Romania. In addition, we engage a limited number of contractors who provide specialized technical or professional services.

Our People

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff.

We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the country where they are employed and to safeguard employees from any abuse or coercion. We do not offer "zero hours" contracts, and we do not engage unpaid interns.

We do not enter into business with any organization that knowingly supports or is found to be involved in slavery, servitude, or forced or compulsory labour.

Our Supply Chain

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited and limited to organizations providing highly skilled technical skills. Our procurement of goods and services is from a restricted range of suppliers.

We expect our suppliers, partners, and contractors to operate in compliance with applicable laws and to uphold standards consistent with our values and ethical expectations.

Our Policies

The following policies in relation to Modern Slavery:

- Code of Business Conduct
- Ethical Sourcing Policy
- Recruitment Policy
- Compensation Policy
- Background Verification Policy
- Dignity at Work Policy
- Equal Opportunity Policy

Embedding Policies into the Organization

All MAK-SYSTEM policies and statements, including this statement, are available on our internal communications Portal.

New and updated policies are announced to our employees via our bi-weekly newsletter.

Our Code of Conduct and other critical policies are issued during onboarding and refreshed every two years, requiring employees to sign to attest they have read and understood them.

MAK-SYSTEM runs an annual compliance training program that is mandatory for all staff to undertake best practice training on a range of topics that fall within our business ethics, compliance, and ESG commitments.

Approval

This Statement was approved by Frank Jaubert, CEO, for the calendar and financial year ending 2025.

Signed by:

 Frank Jaubert

Signer Name: Frank Jaubert
Signing Reason: I approve this document
Signing Time: 29-Jan-2026 | 09:09 EST
E4D6A23A2A384629B2B5F0E1CAB80223

Frank Jaubert
Chief Executive Officer
