

Modern slavery

This statement is made in relation to Section 54 of the UK Modern Slavery Act 2015 and Article 4 of the Universal Declaration of Human Rights.

Lucien Ortscheit's understanding of slavery and servitude, forced or compulsory labour and human trafficking is based on the definitions given in the Act.

Organisation structure

Lucien Ortscheit, based in Germany, procures medicine from Germany, the European Union and third countries and exports them to hospitals, pharmaceutical wholesalers and other authorized customers abroad.

Lucien Ortscheit's position on modern slavery

The management of Lucien Ortscheit categorically emphasizes in its mission statement that social responsibility has a high value in the company's philosophy, both for its own staff and in its dealings with business partners. Here it literally states:

“efficiency, care and attentiveness

The economic success of the company serves not only the financial advantage of the shareholders, but also the preservation and expansion of jobs. Therefore, we are not afraid to emphasize this aspect as an essential point in our mission statement.

However, this does not rule out the possibility that we may be careless in our personnel management. On the contrary, this aspect is very important to us. The management always has an open ear for the concerns and problems of the employees and tries within the scope of its possibilities to take these into account.

Mindfulness is also of the utmost importance to us when dealing with our customers, suppliers and other business partners.

Economy, care and attentiveness go hand in hand on the way to success.”

In practical terms, this means that the employees of Lucien Ortscheit will find framework conditions that represent high economic and social standard. In particular these are:

- The most important modalities such as working hours, holiday entitlement, salary and notice period are regulated in a legally compliant manner in written employment contracts.
- Remuneration is in line with the market and is above the statutory minimum wage prescribed in Germany, even for less qualified workers.

- Social benefits such as contributions to health insurance, pension insurance, unemployment insurance and long-term care insurance are paid correctly by the employer.
- At Ortscheit we constantly strive to create the best environment for our employees to perform. We believe that a critical element to achieve this goal is treating every employee fairly and with respect.

Supply chains and evaluation of customers

Ortscheit expects all its suppliers, subcontractors and customers to share the principles which are expressed in the Act and Article 4 of the Universal Declaration of Human Rights.

Relevant provisions include:

- No tolerance of child Labour in Ortscheit's supply chain
- No tolerance of slavery, servitude and forced or compulsory labour and human trafficking in our supply chain; bonded; indentured or involuntary prison labour is not accepted as well
- Suppliers will provide their employees with a workplace free of harsh and inhumane treatment
- Working hours for suppliers' employees will not exceed the maximum set by the applicable local law

We make our suppliers aware of the importance we attach to this. We also expect our suppliers and customers, to replicate these standards further down their supply chain.