

Statement in Compliance with Section 172(1) of the Companies Act 2006

The directors of Eakin Healthcare Group Limited seek to promote the long term success of the Healthcare Group for the benefit of stakeholders as a whole. In doing so, the directors have regard to:

- (a) The likely consequences of any decision in the long term
- (b) The interests of the company's employees
- (c) The need to foster the company's business relationship with customers, suppliers and others
- (d) The impact of the company's operations on the community and the environment
- (e) The desirability of the company maintaining a reputation for high standards of business conduct
- (f) The need to act fairly as between members of the company

The directors regularly review the performance of the Healthcare Group and the impact on the Healthcare Group's longer term strategy. The Healthcare Group prepares an annual budget, which is approved by the Board in the context of the Healthcare Group's longer term strategy.

In the current Financial Year the Healthcare Group has looked to strengthen its Board with the appointment of its second Non-Executive Director, Elaine Birchall MBE. Elaine is a highly experienced senior leader with significant experience in senior business roles internationally. Elaine was most recently the CEO of SHS Group, where she served from November 2014 to July 2023. Before SHS Group, Elaine spent significant time working with both PZ Cussons and Colgate Palmolive in various roles including Global Director and MD around the world. In 2020, Elaine was appointed as the first female Chair of CBI NI and until recently was serving as Vice Chair. Elaine was awarded an MBE in 2021 for contribution to Northern Ireland's economic and societal growth

The directors aim to engage with employees and ensure a meaningful two way dialogue that influences the policies, procedures and decision making of the Healthcare Group. For more information, please see the Employee Engagement Statement in the Directors' Report. The directors also aim to engage with customers and suppliers on a regular basis to foster the Healthcare Group's business relationships. For more information, please see the Business Relationships Statement in the Directors' Report.

Corporate social responsibility (CSR) groups are in place across the Healthcare Group which, among other things, encourage employees to participate in fundraising and volunteering efforts. There have also been charity matching initiatives supported by the Board. Environment initiatives have been noted in the Environment strategy section of the Strategic Report.

On behalf of the board


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Mr T G Eakin
Director

Date:25/06/24.....