

Labour Standards Policy

Medicare Products Limited recognises the importance of good corporate citizenship and of promoting and maintaining high standards of social and ethical conduct. We acknowledge and endorse the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work by way of incorporating the Ethical Trade Initiative Base Code on which this policy is largely based, as a standard for responsible business covering human and labour rights. We are committed to ensuring that our supply chain partners and contractors throughout the supply chain adopt a similar approach. We also have implemented a Labour Standards Assurance System (LSAS) in relation to supply of products to the NHS Supply Chain.

The minimum standards we require which have been adopted from the Ethical Trading Initiative (ETI) Base Code include the following:

1. Employment is freely chosen
2. Freedom of association and the right to collective bargaining are respected
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

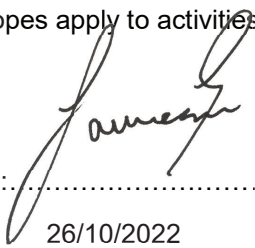
We will ensure adherence to and awareness of these principles by:

- Communicating our code of conduct clearly to all suppliers who make our products
- Assessing the working conditions at manufacturing sites against our code of conduct
- Working collaboratively with suppliers and positively engaging with the people in our supply chain to overcome issues and ensure the continuous improvement of working conditions

Where an employee wishes to make a disclosure that concerns a matter that cannot be dealt with through the 'Public interest disclosures' procedure, in the employee handbook, it should be raised with *Public Concern at Work*, an independent whistleblowing charity, on 0207 404 6609.

This Policy is endorsed by senior management and will be reviewed periodically taking account of all relevant legislation and updated guidance.

The scopes apply to activities at: Unit B, Dolphin Way, Purfleet, Essex, RM19 1NZ

Signed : 

Date : 26/10/2022