



VacSax Limited

Ethical Labour Standard Assurance System

VacSax Limited, United Kingdom based medical device manufacturer, is fully committed to the safeguarding of ethical labour standard throughout its company and supply chain. To achieve this VacSax limited will encourage and require key stakeholders and suppliers to ensure that their relevant national employment legislations are upheld.

This policy's scope relates to our contract with the UK NHS amongst others, and in particular, the framework agreement relating to "suction consumables".

In addition to compliance with the main principles within the NHS supplier code of conduct and for the sake of completeness, we will consider all aspects of labour standards for our medical device activities.

The minimum standards we require, follow the ETI (Ethical Trading Initiative) base code providing:

- Abolition of child labour
- Elimination of forced or compulsory labour
- Allow freedom of association and agree workers' rights to collective bargaining
- Eradicate discriminative practices
- Not to adopt physical or sexual abuses
- Improve health and safety in the workplace
- Work within the legal limits of maximum working hours
- Provide a fair living wage to the worker
- Provision of regular work

For more information see the ETI base code at

<http://www.ethicaltrade.org/resources/eti-base-code>

To achieve our policy we will

- Train all required staff regarding the ETI base code
- Communicate to all interested stakeholders our labour standards policy and requirements
- Set objective and targets for continual improvement of our labour standards assurance system
- Annually review labour standards policy and requirements to ensure it remains adequate, suitable and effective
- To have our labour standards assurance system independently verified



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Our objectives within the labour standard assurance system include:

- Maintaining and continually improving an independently verified labour standards system
- Ensuring our supply chain understand their responsibilities to labour standards and commit to them
- To set and achieve specific labour standards objectives and targets as agreed upon during management reviews, these will be published separately and reviewed and updated at regular management meetings

To achieve this, the company will provide adequate resources in terms of both allocating a financially budget and, to make available, time to continually maintain this LSAS

Signed

A handwritten signature in black ink that reads "J. P. Bennett".

J. P. Bennett

Managing Director

VacSax Limited

April 2018