
ETHICAL TRADING POLICY

Meditech systems Ltd are committed to using their best endeavours to ensure that all parts of their operations and supply chain conduct their business in ethical and socially responsible manner. The company supports the objectives and principles of the social accountability standard SA 8000 and the ethical trading initiative (ETI) and the NHS supply chain Labour standards assurance scheme (LSAS).

References;

- ✓ SA8000 – Social Accountability Standard issued by Social Accountability International
- ✓ Ethical Trading Initiative Base Code (<http://www.ethicaltrade.org>)
- ✓ International Labour Organisation (ILO) Conventions.
- ✓ NHS Supply Chain Labour Standards Assurance Scheme (LSAS)
- ✓ UN conventions on human rights

It is the policy of Meditech Systems Ltd to use, as far as possible, suppliers who either comply with some or all of the above references or who will make a commitment to work towards trading according to the principles and objectives set out by these references. All suppliers will sign a Code of Conduct that specifically refers to Ethical Trade principles as a condition of business.

The company recognises that it cannot always have a direct influence on the employment standards of its suppliers or those in the supplier's own supply chain but it will use best endeavours to promote ethical trading and compliance to the Codes and Conventions set out above.. In particular it will do its best to avoid trading with companies who consistently breach the ETI Base Code or ILO Conventions.

Meditech believes that by ensuring their supply chain adheres to the Code of Conduct they can maximise their assurance of continuity of supply, consistent standard of quality and avoid damage the Meditech brand.

SUPPLIER CODE OF CONDUCT POLICY

Meditech Systems Ltd expects all its suppliers to adhere to the same ethical principles. For this purpose, the Meditech Systems Ltd has drawn up a Supplier Code of Conduct which is based on the United Nations Global Compact. The Code of Contact is signed by all suppliers as part of the supply contract.

Laws & Ethical Standards: All suppliers shall comply with all laws applicable to its business and the country in which it operates.

Supplier Relationships: The provisions of this Code of Conduct set forth the expectations of all suppliers with whom Meditech Systems Ltd does business. Meditech Systems Ltd expects that these principles apply to suppliers, parent entities and subsidiary or affiliate entities, as well as all others with whom they do business including employees, subcontractors and other third-parties. Meditech Systems Ltd expects that suppliers ensure that this Code of Conduct is communicated to the employees and subcontractors of all suppliers, and that it is done in the local language and in a manner that is understood by all.

Forced Labour: Meditech Systems Ltd expects its suppliers to prohibit any use of forced, bonded or compulsory labour.

Child Labour: Meditech Systems Ltd expects its suppliers, at a minimum, not to engage in any practice inconsistent with the rights set forth in the Convention on the Rights of the Child. The minimum admission to employment or work shall not be less than the age of completion of compulsory schooling, normally not less than 15 years or 14 where the local law of the country permits, deferring to the greatest age. Additionally, all young workers must be protected from performing any work that is likely to be hazardous or to interfere with the child's education or that may be harmful to the young worker's health or wellbeing.

Discrimination: Meditech Systems Ltd expects its suppliers to follow all relevant legislation, regulations and directives in the country in which they operate in respect of discrimination legislation including any hiring and employment legislation on the grounds of race, colour, religion, gender, sexual orientation, age, physical ability, health condition, political opinion, nationality, social or ethnic origin, union membership or marital status.

Working Hours: Meditech Systems Ltd expects its suppliers to comply with all applicable working hour requirements as established by local law.

Human Rights: Meditech Systems Ltd expects its suppliers to support and respect the protection of internationally proclaimed human rights and to ensure that they are not complicit in human rights abuses.

Health and Safety: Meditech Systems Ltd expects its suppliers to follow all relevant legislation, regulations and directives in the country in which they operate to ensure a safe and healthy workplace or any other location where production or work is undertaken.

Anti-Corruption: The supplier shall operate in accordance with international anti-corruption standards as stated in the United Nations Global Compact and local anti-corruption and bribery laws. For the avoidance of doubt, the supplier may not offer services, gifts or benefits to Meditech Systems Ltd employees in an attempt to influence that employee's conduct in representing the Meditech Systems Ltd.

Compliance with the Meditech Systems Ltd Code of Conduct for Suppliers: Meditech Systems Ltd reserves the right upon reasonable notice to check supplier's compliance with the Code of Conduct. The supplier agrees that it is responsible for controlling its own supply chain.

All critical suppliers and some non-critical but regular suppliers will be sent a copy of Meditech Systems Ltd's Suppliers Code of Conduct Agreement (ref: QSF 7_1_4a Issue 4 Amd 00) which is to be signed by a member of the supplier's management team.

Roland Merry

QA & RA Director for the Board of Meditech Systems Ltd

Reviewed 29 Nov 2023