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## **ETHICAL LABOUR STANDARDS POLICY**

(LSAS001)

ProSys International Ltd, the London based Medical Device manufacturer, is committed to safeguarding the principle of applying ethical labour standards, both directly in our company and throughout our supply chain. To help achieve this we shall comply with both employment & human rights legislation and other relevant voluntary obligations; and encourage and where practicable require our key suppliers to ensure that their relevant national employment legislations are upheld.

The scope of this policy primarily relates to our supply chain for the UK National Health Service (NHS) amongst others, and in particular, the following framework agreements that apply to ProSys International Ltd, they are:

“Polymer, Urology, Theatre Clothing, Bowel Management & Continence”

“Pressure Area Care & Patient Handling (including beds, mattresses, cushions, Hoists, slings, slide sheets, accessories and associated rental and decontamination services)”

In addition to compliance with the main principles within the NHS Supplier Code of Conduct and for the sake of completeness, we will endeavor to consider all aspects of enhanced labour standards for our medical device activities.

These minimum standards we require typically include the following:

- Abolition of child labour (ETI Base Code No.4)
- Elimination of forced or compulsory labour (ETI Base Code No.1)
- Allow freedom of association and agree workers’ rights to collective bargaining (ETI Base Code No.2)
- Eradicate discriminative practices (ETI Base Code No.7)
- Not to adopt physical or sexual abuses (ETI Base Code No.9)
- Improve health & safety in the work place (ETI Base Code No.3)
- Work within the legal limits of maximum working hours (ETI Base Code No.6)
- Provide a fair living wage (remuneration) to the worker (ETI Base Code No.5)
- The provision of regular employment (ETI Base Code No.8)

For additional information and clarity, these standards shall be read in-conjunction with the ETI Base Code.

To achieve our policy, we shall:

- Train our staff relating to the ETI (Ethical Trading Initiative) Base Code
- Communicate to all interested parties (suppliers, contractors etc.) our labour standards policy and requirements
- To set objectives and targets for the continual improvement of our Labour Standards Assurance System
- To annually review this ethical labour standards policy to ensure it remains adequate, suitable and effective
- To arrange for our LSAS (Labour Standards Assurance System) to be independently Verified by International Associates Ltd

Our overall objective is to continually improve upon our minimum labour standards, whilst setting specific and additional objectives and targets.

To achieve those objectives, the company will provide adequate resources in terms of both allocating a financial budget and, to make available, time to continually main this LSAS.

If any factory worker or other members of our Suppliers staff are concern about labour abuses when manufacturing our products, they can contact us in confidence on:

[whistleblowing@prosyinternational.co.uk](mailto:whistleblowing@prosyinternational.co.uk)

All correspondence will be handled in a confidential manner and your identity will not be disclosed if you so wish.

Signed



Dasa Dowling  
**Business Manager**

Version 6

**6<sup>th</sup> December 2019**

Note: For a copy of the Ethical Trading Initiative (ETI) Base Code or the NHS Supplier Code of Conduct, contact [regulatory@prosysinternational.co.uk](mailto:regulatory@prosysinternational.co.uk)