

Iskus Health Labour Standards Assurance System Policy

Introduction

Iskus Health distributes a broad range of medical devices within the UK & Ireland.

Our Scope includes the Sales, Marketing & Distribution of medical device within the healthcare markets with a primary focus on the acute healthcare sector.

Iskus Health recognises that our business activities have an impact on our employees, customers, communities and environment in which we operate therefore this document will detail our policy towards labour standards.

This policy is relevant to all parties in our supply chain in particular our manufacturers and suppliers.

Iskus Health has applied this policy in anticipation of the requirements necessary to be a supplier to the NHS & HSE frameworks going forward.

Policy

Iskus Health seeks to implement this LSAS policy, which is appropriate in nature and scale to the Company. This policy is based on internationally recognized standards set out in the NHS Supplier Code of Conduct and the UN Universal Declaration of Human Rights.

Managing Risk

Iskus Health has identified the following reasons to establish a comprehensive system of Minimum Labour Standard to guide its business operations and manage business risk.

Ethical Responsibilities: Iskus Health accepts its obligations to its employees, customers, communities and suppliers within our business activities and the importance of operating in an ethical manner.

Risk of Supply: Iskus Health has identified that labour standards abuses in supply chains can pose a risk to the security of supply. Any supply chain partners perpetrating abuses face legal enforcement action which could damage business and obstruct continue of supply.

Adverse Publicity and Damage to Reputation: Discovery of labour standards abuse presents a reputation and structural risk to:

- Business income - customers may choose to purchase supplies and services from other sources.
- Loss of trust with customers and suppliers within the wider community.
- High staff turnover and new recruitment may be negatively affected as potential employees may choose not to work for a company associated with any labour standards abuses, this could also lead to low morale in the work place.

Quality of Goods and Services: Iskus Health is aware that there is a link between poor labour standards and poor quality of goods and services. Therefore, it is imperative that suppliers to Iskus Health adhere to the minimum standards at all times.

Minimum Labour Standards

We have referred to the following resources while compiling the reasons documented above:-

**UN's Universal Declaration of Human Right,
Ethical Trading Initiative, Base Code,**

The following are minimum labour standards required;

Child Labour: shall not employ young persons who are under the legal age for employment. If young workers are engaged for the purpose of work experience then appropriate checks will be carried out to ensure they are not exposed to any harmful conditions and working day is limited to 8 hours.

Forced or Compulsory Labour: Iskus Health shall not engage in or support the use of forced or compulsory labour. Employment is freely chosen and employees may freely leave upon reasonable notice.

Health & Safety: Iskus Health recognise the importance and our duty to protect the workforce to ensure a safe and healthy workplace environment and to take effective steps to prevent potential accidents and injury to employee's health by minimizing the risk to its employees. All employees will receive safety training during their employment. Employees will have access to clean toilet facilities and drinking water. The manager director has been assigned the task of health and safety policy duties.

Freedom of Association: Iskus Health respects the right of employees to associate themselves with association and agrees to abide by all laws pertaining to this matter.

Discrimination: Iskus Health prohibit any discrimination on the grounds of gender, marital status, sexual orientation, pregnancy, race, colour, ethnic origin, nationality, religion or belief, disability, age, political opinion, trade union membership or any other legally protected status or form of harassment on any grounds. Furthermore, we do not discriminate on the grounds of part-time status or 'spent' criminal convictions.

Disciplinary Practices: Iskus Health promotes a working environment that is free from harassment, physical and verbal abuse and threats or intimidation of any description. No cruel or inhumane treatment is allowed.

Working Hours and Remunerations: Iskus Health complies with the respective national laws and regulations with regard to working hours, wages and benefits. Our Working hours do not exceed 48 hours per week and overtime hours do not exceed 12 hours per week.

Policy Review and Continual Improvements

Iskus Health will review this policy periodically in line with LSAS policy and legislation changes, in order to ensure the adequacy, suitability and continuing effectiveness of the policy.