



**Labour Standards
Assurance System
(LSAS) Policy**



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(ISK/LSASV2_020517)

Version 2: 01-05-2017

Iskus Health Ltd

Iskus Health UK Ltd

A handwritten signature in black ink, appearing to read 'Stuart Murray', with a large, sweeping underline.

Approved By: Stuart Murray, Commercial Director

1. OVERVIEW

Iskus Health Group of companies (trading as Iskus Health Ltd & Iskus Health UK Ltd) '**The Company**'. Our business is focused on the sales, marketing, clinical support and distribution of medical and surgical consumable products within the UK and Ireland.

The products **The Company** represents are used throughout the healthcare systems in the United Kingdom and Ireland in most major clinical acute departments, such as Operating Theatres, Intensive Care, Emergency and Acute Care.

The Company believes that it is important to maintain high levels of ethical standards to preserve its reputation within the market place and this is detailed in our Business Ethics Policy.

The Company expects its suppliers to maintain appropriate ethical standards and take all reasonable steps to establish the ethics and/or employment standards of its suppliers in line with the ETI (ethical trading initiative) base code. <http://www.ethicaltrade.org/eti-base-code>

Where it is feasible The Company will only source products from suppliers who maintain appropriate ethical standards for the area in which they operate.

The Company has formulated its '**Labour Standards Assurance System Policy**' in accordance with its Business Ethics Policy.

This document is approved by the Iskus Health Board of Directors and Senior Management Team.

2. SCOPE OF POLICY

- This policy applies to all suppliers to The Company who we expect to maintain appropriate Ethical Trading standards.
- The Company expects its suppliers will take all reasonable steps to establish the ethics / employment standards of its suppliers in line with the ETI (Ethical Trading Initiative) base code and be compliant with Iskus Health Labour Standards Assurance Policy.
- Where feasible The Company will source from suppliers who maintain appropriate Ethical Trading standards for the area in which they operate.
- As part of its Ethical Trading requirements for its UK business The Company is applying this policy to all products it supplies under the following Frameworks.

This is currently but not exclusively:

- *Single Use Theatre Protective Clothing & Associated Products (OJEU Reference 2015/S 242-439112)*
- *Procedure pack (OJEU Reference 2015/S 127-232118)*
- *Suctions Consumables (OJEU Reference 2014/S 215-380388)*

3. NATURE AND SCALE

The Company is implementing a policy which is appropriate in nature and scale to the company and in line with its status, as defined by EU law, as an SME.

4. LABOUR STANDARDS

To help it identify a defined set of minimum labour standards, The Company has particularly referred to the following resources:

- Ethical Trading Initiative (ETI) Base Code <http://www.ethicaltrade.org/eti-base-code>
- Labour Standards Assurance Scheme
- International Labour Organisation (ILO)
<https://www.slideshare.net/vinuputhuvellil/international-labour-organizationilo>
- UN's Universal Declaration of Human Rights. <http://www.un.org/en/universal-declaration-human-rights/>
- NHS Code of Practice <https://www.supplychain.nhs.uk/about-us/code-of-conduct/>

These minimum labour standards are detailed below:

4.1. Child Labour

The Company does not engage in or support the use of child labour, defined as labour that:

- Is mentally, physically, socially or morally dangerous and harmful to children.
- Interferes with their schooling by depriving them of the opportunity to attend school.
- Obliging them to leave school prematurely.
- Requiring them to attempt to combine school attendance with excessively long and heavy work.

4.2. Forced & Compulsory Labour

The Company does not engage in or support the use of forced or compulsory labour, or bonded or involuntary prison labour. Employees are free to leave upon reasonable notice.

5. HEALTH & SAFETY

The Company shall provide a safe and healthy workplace environment and takes effective steps to prevent potential accidents and injury to employees' health by minimising, so far as is reasonably practicable, and in co-operation with its employees, the causes of hazards inherent in the workplace. All employees will receive safety and job specific instructions during the course of their employment with the company. Employees shall have access to clean sanitary facilities and drinking water. Responsibility for implementing the Health & Safety element of this policy is assigned to the Managing Director.

6. FREEDOM OF ASSOCIATION

The freedom of association is respected and The Company will comply with UK labour relations legislation in this regard.

7. DISCRIMINATION

The Company does not engage in or support any discriminatory practices in hiring, remuneration, access to training, promotion, termination or retirement based on race, national or social origin, caste, religion, gender, sexual orientation, political affiliations, age or other conditions that could give rise to discrimination. The Company has an Equal Opportunities and Diversity Policy which is shown to all new employees at induction.

8. DISCIPLINARY PRACTICES

The Company shall treat all employees with dignity and respect. The Company shall not engage in or tolerate the use of mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed.

9. WORKING HOURS

The Company shall comply with applicable national laws and industry standards on working hours and holiday entitlements. The Company ensures all employees have the legal right to be employed in the UK & Ireland.

9. REMUNERATION

The Company shall comply with national laws and regulations with regard to wages and benefits. All work-related activities are carried out on the basis of a recognised employment relationship established according to national law and practice.

Iskus Health also commits to:

- Comply with relevant legal undertakings.
- Ensure that all its key contractors, suppliers are aware of this policy and aspire to the same standards.
- Make available sufficient resources for the implementation of this policy.
- Carry out regular reviews of this policy to ensure that it remains fit for the purpose of which it is intended.

ROLES & RESPONSIBILITY

The management representative with responsibility for the maintenance and adherence to this policy lies with the company's Commercial Director, Stuart Murray. The Commercial Director has reviewed the NHS Code of Practice document and video and taken advice from a qualified assessor. Any compliance issues should be directed to him in the first instance.

FURTHER INFORMATION

Further information on Iskus Health Policies are available in the Quality Management Manual.