

## iMEDicare ETHICAL/LABOUR STANDARDS POLICY

## Better Solutions for Urological Healthcare

iMEDicare Ltd is committed to upholding an ethical labour policy in line with its legal and moral obligations. The standards are maintained within the Company and the Suppliers within the Company's supply chain. These ethical standards cover:

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- Child labour
- Forced or compulsory labour
- Freedom of association and right to collective bargaining
- Discrimination
- Health and safety
- Working hours
- Remuneration
- Anti-slavery

As part of our commitment to quality we continually assess and monitor our own performance and process controls and also those of our suppliers. Our aim is to ensure that standards are continuously improving.

iMEDicare commits to making available sufficient resources for the implementation of this policy.

### 1. Introduction

As a distributor of Medical Devices, iMEDicare recognises our obligation to provide our customers with high quality, professional goods and services at a competitive price whilst ensuring that at no point is any person in any part of the supply chain exploited or treated in a way that breaks relevant employment legislation. We are fully aware of the responsibilities we bear to all parties involved in each of the stages involved in producing our products and have developed this policy to outline the standards that we and, ultimately, all stakeholders involved with the business should seek to adhere to. iMEDicare shall show a preference, where appropriate, to suppliers with higher labour standards.

### 2. Aims

The aim of this policy is to promote understanding and awareness of employment laws and ethical standards. By detailing our labour standards to all parts of our supply chain we hope to develop better ethical standards by motivating our suppliers to adhere to it. It also describes the standard required of potential future suppliers.

iMEDicare Labour Standards objectives are as follows:

- To become a progressive ethical company and comply with the ETI Base Code
- All suppliers should have full compliance with the ETI Base Code as soon as possible
- To encourage parties in our supply chain to develop their own labour standards system and provide help and support to allow them to do this

### 3. Anti-Slavery

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all of our contractors, suppliers and other business partners.

**iMEDicare**

*Pelvic Health Naturally...*



This applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners. The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control.

We encourage openness and support anyone who raises genuine concerns in good faith about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage. They should notify their Line Manager or a Director as soon as possible if they believe or suspect that modern slavery has occurred or may occur in the future. We will support anyone who raises such concerns even if they are unsure or turn out to be mistaken.

Where appropriate, and with the welfare and safety of local workers as a priority, we will give support and guidance to our suppliers to help them address coercive, abusive and exploitative work practices in their own business and supply chains.

#### 4. Policy Statement

iMEDicare policy in relation to labour standards and anti-slavery as relevant to the organisation itself, contractors, sub-contractors, suppliers and any other parties engaged through the supply chain is as follows:

- We shall comply to all Employment Laws relevant to our business
- We comply to the Health & Safety Act 1974 – as outlined by the Employee Handbook
- We comply with all other Employment Legislation – as outlined by the Employee Handbook
- We will work towards the ETI Base Code, demonstrating compliance with the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights, as well as the 1998 International Labour Organisation Declaration on Fundamental Principles and Rights at Work, in accordance with international, national and local law and practice
- We will seek to meet our obligations under the Modern Slavery Act 2015
- We shall encourage all suppliers and contractors to adhere to the Ethical Trading Initiative as part of the respective contracts

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Darren Breen  
Managing Director

