



Ethical Labour Standard Assurance System

Westbourne Medical Limited, United Kingdom based medical device supplier, is fully committed to the safeguarding of ethical labour standard throughout its company and supply chain. To achieve this Westbourne Medical Limited will encourage and require key stakeholders and suppliers to ensure that their relevant national employment legislations are upheld.

This policy's scope relates to our contract with the UK NHS amongst others, and in particular, the framework agreement relating to "suction consumables".

In addition to compliance with the main principles within the NHS supplier code of conduct and for the sake of completeness, we will consider all aspects of labour standards for our medical device activities.

The minimum standards we require, follow the ETI (Ethical Trading Initiative) base code providing:

- Abolition of child labour
- Elimination of forced or compulsory labour
- Allow freedom of association and agree workers' rights to collective bargaining
- Eradicate discriminative practices
- Not to adopt physical or sexual abuses
- Improve health and safety in the workplace
- Work within the legal limits of maximum working hours
- Provide a fair living wage to the worker
- Provision of regular work

For more information see the ETI base code at

<http://www.ethicaltrade.org/resources/eti-base-code>

To achieve our policy we will

- Train all required staff regarding the ETI base code
- Communicate to all interested stakeholders our labour standards policy and requirements
- Set objective and targets for continual improvement of our labour standards assurance system
- Annually review labour standards policy and requirements to ensure it remains adequate, suitable and effective
- To have our labour standards assurance system independently verified



Our objective is to continually improve upon our minimum labour standards, with specific and addition objectives and targets set, which include:

1. To comply (within our company) with the basic principles contained within the ETI base code by 30th September 2019
2. To confirm with our key suppliers they comply with the minimum standards listed above by 30th September 2019
3. To achieve level 1 against the NHS labour standards assurance systems by 30th September 2019
4. To achieve level 2 against the same standard by 30th September 2019
5. To encourage our supply chain to improve their existing labour standards (where applicable) on an ongoing basis

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

Signed

A handwritten signature in purple ink, appearing to read "J. Birtwistle", is written over a horizontal line.

John Birtwistle

Managing Director
Westbourne Medical Limited

7th September 2022