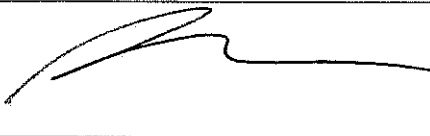

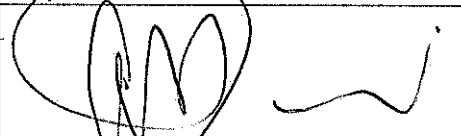


RELIANCE MEDICAL
'Leading First Aid'

Ethical Sourcing Policy
RMUK-POL-008 - Rev 3

Approvals

| Author | Reviewed | Approved |
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1. Introduction

1.1. Background

Reliance Medical Ltd believes that it is important to behave in a socially and ethically exemplary way. We believe that we are responsible for the people who take part in the production and support of our products and services worldwide. We believe that people whose work contributes to our success should not be deprived of their basic human rights, nor be forced to suffer physically or mentally from their work in any way.

To this end we have documented our ways of working and expectations of our supply chain. These are aligned with national laws and guidance from respected organisations such as the International Labour Organisation and Ethical Trade Initiative

1.2. Purpose

Reliance Medical Ltd expects employers to respect fundamental human rights, to treat their workforce fairly and with respect. To make our position clear to our own staff, our suppliers and any other affected parties; we have documented this policy.

1.3. Application

This policy is applicable to all Reliance Medical Ltd operations as well as Reliance Medical Ltd suppliers.

1.4. Enforcement of our policy

Reliance Medical Ltd has in place contracts which permit termination of agreements where suppliers persists in non-compliance with our policies.

2. Directive

This is an open document and shall be displayed in such a way that anyone whose work contributes to our products and services is aware of the principle. It is the responsibility of suppliers to ensure that their employees and subcontractors are informed about and comply with this Policy. Reliance Medical Ltd is prepared to clarify the content and associated requirements of this document upon request.

3. Legal requirements

All our suppliers must, in all activities, obey national and regional statutory requirements in the countries in which they are operating. Should any of the requirements stated in this document be in violation of the law in any country or territory, the local law should always take precedence. In such case, a supplier must immediately inform Reliance Medical Ltd. It is, however, important to understand that Reliance Medical Ltd requirements in many cases exceed the requirements of national laws.

4. Workers' rights

4.1. Basic human rights

Reference: ETI Base Code clause 1, 2, 7, 9

Anyone who works directly or indirectly for Reliance Medical Ltd should be entitled to his or her basic human rights. Reliance Medical Ltd does not accept the use of bonded workers, forced labour, prisoners or illegal workers. No worker should be required to ledge a deposit or their identity papers to secure work; they should never be required to remain in employment against their will. The employer covers all commissions and the recruitment agency fees.



We do not accept that workers are subject to corporal punishment, mental or physical disciplinary action, or harassment. Dismissal of female workers due to pregnancy is not acceptable. We recommend that all workers are free to peacefully and lawfully join associations of their own choosing, and have the right to bargain collectively; workers representing their colleagues must not be discriminated against in performance of their activities representing the workers.

No worker should be discriminated against because of age, race, gender, religion, sexual orientation, marital or maternity status, political opinion or ethnic background. We recommend that all workers with the same experience and qualifications receive equal pay for equal work.

4.2. Wages and working hours

Reference: ETI Base Code clause 5,6, 8

All workers should know the basic terms and conditions of their employment, which include pay and basic working hours. Legislated minimum wages should be the minimum paid and should never drop below. Wages should be paid regularly and on time.

A normal workweek must not exceed the legal hourly limit, collective agreement or 48 hours. Additional hours should be voluntary and properly compensated at a premium; total hours worked in any 7 day period should not exceed 60 hours except in exceptional circumstances and where permitted by law, as part of a collective agreement, where appropriate safeguards for health and safety have been taken. Additionally, workers must be provided with at least one day off in every 7 day period, or where allowed by national law, 2 days off in every 14 day period

Workers should be granted stipulated annual leave; sick leave and maternity/paternity leave without any form of repercussions. No deductions should be made from wages unless permitted by national law or expressly permitted by the employee; deductions should never be used as a disciplinary measure.

To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice. Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

5. Safety

5.1. Health and Safety

Reference: ETI Base Code clause 3

Workers should be provided with a safe and hygienic working environment. A senior representative of the company should be responsible for health and safety and take into consideration the risk associated with the environment and activities. They should take steps to reduce the risk of accidents and injury occurring during work so far as is reasonably practicable. Workers should receive regular health and safety training starting at their point of employment

5.2. Building and fire safety

Reliance Medical Ltd requires that worker safety is always a priority concern. Buildings must have clearly marked exits and emergency exits on all floors. We recommend that all exit doors should open outwards. Exits should not be blocked and should be visible. All workers shall be informed of the safety arrangements. An evacuation plan should



be displayed on every floor of a building and the fire alarm should be tested regularly. Regular evacuation drills are recommended.

5.3. First aid

First aid equipment must be available in a building and at least one person in each department should be trained in basic first aid. It is recommended that a doctor or nurse is available on short notice in the event of an accident on the premises. The employer should cover the costs (not covered by social security) of medical care for injuries incurred on their premises.

6. Workplace conditions

Reference: ETI Base Code clause 3

It is important for all workers wellbeing, that chemicals are handled in a safe and correct way. All chemicals shall be marked and labeled in a correct way.

Training and instructions for handling chemicals must be performed and workers must have adequate body protection. The temperature and noise level of the work environment should be tolerable. Ventilation should be adequate. Lighting should be sufficient for the work performed.

The workplace should have an adequate number of clean sanitary facilities, which are preferably separated for men and women. Potable water should be provided and if appropriate sanitary facilities for food storage. Workers should have access to these facilities without unreasonable restrictions.

7. Housing conditions

Reference: ETI Base Code clause 3

Where staff's housing facilities are provided, we require that workers safety is a priority concern. The recommended safety and workplace conditions described above are applicable to these housing facilities. All workers should be provided with their own individual bed and the living space per worker must meet the minimum legal requirement; it must be clean. Dormitories, toilets and showers should be separated for men and women.

There should be no restriction on workers' rights to leave the dormitory during off-hours. Fire alarms, fire extinguishers, unobstructed emergency exits and evacuation drills are of particular importance in dormitory areas.

8. Environmental issues

The environment is of increasing concern globally and Reliance Medical Ltd expects its suppliers to comply with applicable environmental laws and regulations and fulfil the terms of Reliance Medical Ltd environmental requirements.

9. Child labour

Reference: ETI Base Code clause 4

Reliance Medical Ltd bases its child labour policy on the UN Convention on the Rights of the Child, article 32.1. We recognize the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development.



9.1. Definition of a child

A child in this context is a person younger than 15 years of age, or 14 years of age in accordance with the exceptions for developing countries as set out in Article 2.4 in the ILO Convention No.138 on Minimum Age.

Reliance Medical Ltd acknowledges that according to Article 1 of the UN Convention on the Rights of the Child, a person is a child until the age of 18. We therefore recommend that children in the age group 15-18 years be treated accordingly, i.e. By limiting the total number of working hours per day and implementing appropriate rules for overtime. Children in this age group are not allowed to perform hazardous work.

9.2. Implementation of our child labour policy

Reliance Medical Ltd does not accept child labour. We acknowledge that it exists and realise that it cannot be eradicated by simply setting up rules or inspections, but by actively contributing to the improvement of children's social situations. Thus, we endeavour to improve the situation for any child affected by our ban on child labour. Reliance Medical Ltd will request that the employer acts in accordance with the overall best interests of the child. A satisfactory solution is whatever improves an individual child's overall situation. The employer should cover the costs for this.

9.3. Apprenticeship programs

Reliance Medical Ltd accepts apprenticeship programs for children between the ages of 12 and 15 years in countries where the law permits such programs, but only under certain conditions:

- The total numbers of hours spent on light work and school together should never exceed seven hours per day.
- The employer must be able to prove that work is not interfering with the child's education;
- The apprenticeship is limited to a few hours per day;
- The work is light and clearly aimed at training
- The work does not involve high risk, hazardous activities
- The child is properly compensated.

We will not accept apprenticeship programs that do not comply with these terms.

10. Monitoring and enforcement

10.1. The principle of trust and co-operation

Reliance Medical Ltd expects all its workers, suppliers and their subcontractors to respect this policy and to actively do their utmost to achieve its standards.

We are prepared to cooperate with our suppliers to achieve adequate solutions. We are also prepared to take cultural differences and other relevant factors into consideration, but we will not compromise on the fundamental requirements described in this document.

10.2. Monitoring

All suppliers are obliged to keep Reliance Medical Ltd informed about where each order is produced. Reliance Medical Ltd reserves the right to make unannounced visits to sites where people work directly or indirectly for Reliance Medical Ltd. We also reserve the right to let an independent party make inspection.