

## Policy on Labour Standards

Creed Medical Ltd. proactively works to ensure ethical labour practices throughout our supply chain. As a distributor we act as a representative of our manufacturing partners and recognise our responsibility in ensuring we only engage with suppliers committed to ensuring ethical and sustainable practices in their supply chains. It is our commitment to ensure our colleagues and suppliers participate to eliminate abuse of labour throughout the world. This means being vigilant and taking the necessary actions to ensure neither we, nor our suppliers permit dealings with any parties who do not comply with the following statement: -

**All businesses activities shall follow the standards of integrity and human rights set out in International Standards Codes and National legislation relating to the employment of labour, and, the Ethical Trading Initiative Base Code (ETI).**

Businesses we engage with commit to: -

- Being vigilant in their own supply chain to ensure prohibitions on: - forced and child labour, excessive working hours, discrimination, harassment and other harsh or inhumane treatment of employees.
- Ensuring employees' rights including (but not limited to) freedom of choice of employment, freedom of association and collective bargaining, safe and hygienic working conditions, and the living wage.
- Holding their suppliers and other third parties to the same standards when conducting trade and shall ensure that they have their own human rights policies, and, means of raising complaints to address any breaches of such policies.
- Creed Medical Ltd. directly, or through an independent agent, conducting due diligence surveys and audits, to verify supplier's past and current compliance with the requirements. The supplier shall cooperate fully and respond in a timely manner and in good faith, including making relevant documents and personnel available, to facilitate any such surveys or audits.

Creed Medical Ltd. is also committed to continually improving its Labour Standards Assurance System (**LSAS**) through systematically implementing its policies and procedures and by being vigilant over its supply chain and undertaking supply chain mapping. The Labour Standards management representatives will ensure all appropriate personnel are aware of their obligations and are suitably trained and committed.

If you have any queries regarding the above, please do not hesitate to contact the company, by either writing to us at the address below or emailing us on [info@creedhealht.co.uk](mailto:info@creedhealht.co.uk).

In case of concerns of infringement of human rights of abuse of labour standards within our supply chain you can contact us anonymously at [whistleblowers@creedhealth.co.uk](mailto:whistleblowers@creedhealth.co.uk).

Signed

*J R Karia*



Jahnvi Karia, Managing Director