

Syringa Ltd - Labour Standards Assurance System Policy

Syringa UK Ltd (the Company) is a medical wholesale distributor of products and devices for clinic and home use.

Syringa UK Ltd acknowledges and recognises its obligations towards customers, employees, and the community in which it works, and has documented its policy in relation to labour standards with the approval and support of the Company Directors and in accordance with ISO:9001 and ISO:13485 standards.

The Company is ISO:9001 and ISO:13485 certified.

The Company management defines this policy as relevant to the organisation, its suppliers and other parties engaged through the supply chain.

Purpose and rationale of this policy

Syringa UK Ltd seeks to implement a policy which is appropriate in nature and scale to the Company and in line with its status, as defined by British and EU law.

This policy aims to provide clarity to our employees, customers, and suppliers, concerning the Company's commitment and approach to respecting human rights and labour standards throughout our direct operations, where we respect and promote labour standards through our own employment policies and practices, and the parts of our supply chain, covered by the requirements of the UK National Health Service Supply Chain Labour Standards Assurance System requirements.

Continual Improvement

Syringa UK Ltd commits to periodically reviewing this policy in order to effect continued improvement; to consider changes in legislation as well as any other requirements to which the Company subscribes, and to ensure the adequacy, suitability, sustainability and continued effectiveness of the policy. Specifically, the policy is routinely reviewed at the Management Review Meetings and has been integrated into the Company's Quality Management System.

Commitment to comply with law and global standards

Syringa UK Ltd is committed to ensuring its operations are compliant with the laws concerning labour and human rights in the countries where we operate. Where national law restricts the implementation of internationally recognized standards, we will endeavour to uphold the principles of these standards through our actions. Where national law imposes more stringent requirements, we will ensure compliance with those requirements while respecting the content of this policy.

Minimum Labour Standards

Syringa UK Ltd has identified the following compelling reasons to establish a comprehensive system of Minimum Labour Standards to guide it in its business operations:

- 1) **Ethical Responsibility** - the Company acknowledges its obligations towards its customers, employees, and the communities in which it works arising from its business operations and wishes to work and trade in an ethical fashion.
- 2) **Threat to security of supply** – the Company has identified that labour standards abuse in supply chains can pose a risk to the security of supply. Any supply chain partners perpetrating abuse face legal enforcement action which may damage business and interfere with their ability to continue to supply.

3) Adverse publicity and damage to the Company's income— adverse publicity from the discovery of labour standards abuses in the Company's supply chain presents reputational and structural risks as follows:

(a) income – customers may choose to purchase supplies and services from other providers (b) staff recruitment and retention – staff may choose not to work for a Company associated with labour standards abuses and this may lead to poor morale in the workplace and difficulty in recruitment. (c) loss of trust – both with customers and suppliers and within the wider community.

4) Reduced quality of goods and services – the Company recognises that there is commonly a link between poor labour standards and poor quality of goods and services. To this end, it is in the interest of the Company to ensure its suppliers reach minimum labour standards targets at all times.

Minimum Labour Standards*

1) Child Labour – the Company does not engage in or support the use of child labour. If the company engages any young workers (e.g., on work experience), it will ensure that a suitable risk assessment is carried out and that young persons are not exposed to any hazardous conditions nor work more than 8 hours per day.

2) Forced & Compulsory Labour – the Company shall 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.

3) Health & Safety – the Company shall provide a safe and healthy workplace environment and shall take effective steps to prevent potential accidents and injury to employees' health by minimizing, 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 their employment with the company. Employees shall have access to clean sanitary facilities and drinking water.

4) Freedom of Association – the freedom of association is respected, and the Company will comply with the UK labour relations legislation in this regard.

5) Discrimination – the Company shall 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.

6) Disciplinary Practices – the Company shall treat all employees with dignity and respect. The Company shall not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed.

7) Working Hours – the Company shall comply with applicable laws and industry standards on working hours and holiday entitlements. The Company's normal working hours do not exceed 48 hours per week, and overtime hours do not exceed 12 hours per week. The Company ensures all employees have the legal right to be employed in the UK.

8) **Remuneration** - the Company shall comply with national laws and regulations about wages and benefits. All work-related activities are carried out based on a recognised employment relationship established according to national law and practice.

The Company also commits to: -

Ensuring that all staff and suppliers are aware of this policy and have committed to adhering to the principles contained therein.

**the Company has referred to the following resource: -*

"Social Accountability International SA8000 document and the UN's Universal Declaration of Human Rights"