

Clinisupplies' Labour Standards Assurance Policy

At Clinisupplies, we are transforming products and services to help people with continence issues live more freely.

We specialise in bladder, bowel and wound care and have done for over 20 years. We are investing in an even greater range of innovative consumer focused products, delivering a new benchmark in comfort, confidence, and choice. Our goal is that no-one misses out on life's opportunities because of a bladder or bowel condition.

Our values:

- Agile – we move quickly to meet the needs of our consumers.
- Collaborative – we partner with professionals to guide and influence our actions.
- Curious – we want to listen, know, and develop solutions that help people live freer lives.
- Sustainable – we commit and act through customer and supplier engagement.
- Wellness – through active pursuit of choice, intention, and action.

Clinisupplies understands the corporate responsibility it bears on behalf of its partners, customers, employees, and the communities in which it operates.

Clinisupplies is against all forms of human rights violations, and this statement sets out the actions Clinisupplies will continue to take to improve our understanding of all potential risks within the supply chain and put in place steps that are aimed at ensuring there is compliance with international labour standards throughout.

1. Purpose and rationale of this policy

This policy aims to provide clarity to our employees, customers, suppliers, investors, and other stakeholders regarding Clinisupplies' commitment and approach to human rights and labour standards throughout our direct operations and the parts of our supply chain covered by the requirements of the UK National Health Service supply chain Labour Standards Assurance System requirements.

2. Clinisupplies' commitment to Labour Standards

Our mission is to enhance the quality of life and provide peace of mind to the end users of our products and services. Clinisupplies is committed to following the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work; the Clinisupplies Ethical sourcing policy seeks to align with internationally recognised labour standards in relation but not limited to:

- Child labour
- Forced/bonded labour
- Non-discrimination
- Non-harassment

- Living wages
- Working conditions
- Freedom of association/collective bargaining
- Promoting a healthy work/life balance

3. Policy scope, responsibilities, and Board-level support

The scope of this Policy relates to the management of our suppliers covered by the LSAS.

Clinisupplies requires all employees, and suppliers of products falling under the scope of the LSAS to adhere to this policy. The scope of labour standards covered by the LSAS includes standards relating to employees within Clinisupplies, its subsidiaries and workers within our global supply chains. The Chief Operations Officer, supported by a cross functional working group, is responsible for the implementation and the ongoing management of this policy. It is supported through approval and sign off by the CEO. This policy is designed to be used as a framework for the Labour Standards Management System.

4. Commitment to comply with law and global standards

Clinisupplies is committed to ensuring its operations are compliant with the laws concerning labour and human rights in the countries where we operate. We are also committed to upholding the ILO core labour standards and 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.

5. Expectations of our suppliers

We recognise that our responsibility for human rights and labour conditions encompasses our supply chain, and it is our goal that the working conditions throughout our supply chain meet internationally accepted standards of human rights and working conditions. We encourage all suppliers of products covered by the LSAS to comply with the provisions concerning human rights covered by the standards referenced in this policy and our sourcing policy. All suppliers of products within the scope of the LSAS are also expected to adhere to Clinisupplies' Ethical sourcing Policy which has been based on the ETI. We will monitor our selected suppliers based on internal risk assessment, audit findings and mitigation activity plans. We reserve the right to terminate supplier relationships where mitigation efforts have not yielded expected improvement in supplier performance or required compliance.

6. Assurance and verification procedures for the LSAS

The assurance and verification procedures Clinisupplies has in place to implement, and monitor the ongoing management of the policy include:

- Supplier self-assessment surveys
- Visits to key suppliers every two years, others will be rotated as appropriate
- Document verification for compliance against the Labour Standards Management System

7. Communication and training on LSAS policy

This policy will be made available to the public on our UK website and will be communicated to internal employees on our UK Intranet. Employees will also be made aware of this policy and encouraged to read it as part of mandatory compliance training, conducted every 2 years. It will be available to suppliers impacted by the scope of our Labour Standards Assurance System through communication via email.

Discussions on potential breaches of labour standards and modern slavery, or improvements to procedure, are communicated upwards to the ELT by the Operations team. On a monthly basis, the ELT discuss and agree any necessary actions required within the organisation and its supply chain.

8. Commitments to addressing significant issues identified as part of the LSAS

Clinisupplies will identify significant labour standards issues of concern affecting products falling under the scope of the LSAS through the critical control points — labour document. Any concerns will be addressed via provisions of training and supplier guidance on risk mitigation. Following the identification of a violation, Clinisupplies will investigate and where necessary act if suppliers or specific employees are responsible for human rights or labour standards abuses.

9. Commitments to making available necessary resources

Clinisupplies commit to making available the necessary financial, human, and other resources required to review, implement and maintain the ongoing monitoring and review of this policy and LSAS across the organisation and within the supply chain as far as is possible. This includes the appointment and development of cross functional working team to collaborate on the successful delivery of the LSAS.

10. Promoting Ethical Conduct

Clinisupplies is committed to promoting ethical conduct and compliance with our employees, through our operations and throughout our supply chain to include our suppliers and Subcontractors worldwide. We aim to have an environment of open communication where concerns can be raised freely with our whistleblowing policy directly to our Human Resources department anonymously: hr@clinisupplies.co.uk

11. Commitment to policy review process

Clinisupplies is committed to continually improving all aspects of its organisational responsibilities which includes the wellbeing of employees, our corporate social responsibilities, and the labour standards assurance management system in line with this policy to meet and exceed the relevant targets and ongoing changes to show improved performance and best practice approach.

This policy will be reviewed on an annual basis to ensure continuing focus, relevance, and alignment to the requirements of labour standards in the countries from which we source and manufacture our goods.

Signed:



Paul Cook

Chief Executive Officer (CEO)

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