



Medicareplus International Limited (MCP) strives to be a responsible corporation and is committed to continual improvement in all its processes and dealings. We understand the responsibility we bear towards our customers, employees and the communities in which we operate and that may be impacted by our operations. MCP demonstrates this by:

- acting in an ethical and socially responsible manner
- creating a sustainable business that accepts its responsibility to the environment
- being an honest and trustworthy business partner
- providing evidence-based products supported by appropriate marketing and education
- ensuring our resources are always sufficient to deliver on our obligations

Purpose and rationale of this policy

This policy aims to provide clarity to our employees, customers, suppliers, regulators and other stakeholders concerning MCP's commitment and approach to respecting human rights and labour standards in our direct operations, through our own employment policies and practices. We apply this rationale also to the parts of our supply chain covered by the requirements of the UK National Health Service Supply Chain Labour Standards Assurance System requirements.

Understanding of and commitment to Labour Standards

As a medical device manufacturer, MCP's global mission is to help improve and maintain human health and wellbeing. Consequently MCP is committed to respecting all internationally proclaimed human rights, and conforms to UK employment and human rights laws including the Modern Slavery Act. This also takes into account the International Bill of Human Rights (the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights); and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. The MCP LSAS Policy aims to align with these in relation to:

- Child labour
- Forced/bonded labour
- Non-discrimination
- Non-harassment
- Living wages
- Working hours
- Working conditions
- Freedom of association/collective bargaining

The QA Team will be responsible for implementation, and establishing this LSAS Policy by regular maintenance of the relevant processes and procedures. MCP top management will also show their commitment to ensuring that the relevant laws and standards are upheld internally and externally; and that as far as is practically possible, our suppliers and contractors uphold these same values, wherever and whoever they may be.

For further information on this or any other Medicareplus International Limited policy please contact us at info@medicareplus.co.uk or telephone +44 (0) 20 8810 8811.

Kam Pallana

Signed (Director):

Date:

28/11/19