

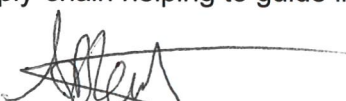
At Polyco Healthline Ltd we are committed to working towards integration of labour standards, ethical trade principles, social responsibility and good stewardship throughout our supply chain.

These are key business practices that enable us to work with our suppliers to ensure that working conditions and labour practices employed in the manufacture of our products are socially acceptable, taking into account local laws and regulations.

Polyco Healthline Ltd has implemented the following ethical code of conduct.

1. All employment is freely chosen. There is no forced, bonded or servitude labour. Modern slavery is a criminal offence (Modern Slavery Act 2015); it is exploitive and deprives basic human liberty and freedom.
2. All staff are entitled to belong to trade unions and collective bargaining is respected, to the extent permitted by local law.
3. Human rights (Human Rights Act 1998) are respected, and workers are provided the means to report grievances to management.
4. Working conditions are safe, healthy and hygienic.
5. Child labour is not used.
6. Wages are fair and comparable to other company's and wherever possible exceed the minimum wage.
7. Equal pay for equal work is established on the basis that employees that perform the same role using the same skill, effort and responsibility are given the same pay level.
8. Deductions from wages as a disciplinary measure shall not be permitted.
9. Working hours are not excessive and will not exceed any employment legislation.
10. No discrimination is practised.
11. Regular employment is provided for those who are employed on a permanent contract.
12. No harsh, cruel or degrading treatment or practices are allowed.
13. No bribery, corruption, blackmailing or bullying is permitted.
14. Good environmental stewardship is practiced.
15. Suppliers and buyers are both free to sell and buy from any number of other businesses. No trading restrictions as a way of guaranteeing business are allowed.

Our Ethical Code of Conduct is based on the Ethical Trade Initiative (ETI) base code of practice. We actively support suppliers to integrate and acknowledge this code of practice within their own supply chain helping to guide improvement for the wellbeing of all employees.

Signature: 

Name: Andy Blewett

Position: General Manager

Place of Issue: Bourne, PE10 0DN, UK

Date: 02nd June 2021