

Ethical Trading Policy

Vickers Laboratories Ltd are committed to ethical, responsible procurement of products and services. We aim to build relationships with suppliers who can clearly demonstrate standards of ethical practice that are consistent with our own. Our policy is to ensure all procurement operations are produced and delivered under conditions that do not abuse or exploit any persons or the environment.

These considerations will form part of the evaluation and selection criteria for all goods and services purchased by Vickers Laboratories Ltd.

1. Purpose
 - a. The purpose of the policy is to promote good labour and environmental standards in the supply chain of goods and services to our clients and protect Vickers Laboratories Ltd reputation.
 - b. Employment is freely chosen.
 - c. Freedom of association and the right to collective bargaining are respected.
 - d. Workers have the right to join or form trade unions of their own choosing and to bargain collectively.
2. Working conditions are safe.
 - a. A safe and hygienic working environment shall be provided, bearing in mind the knowledge of the industry and of any specific hazards.
 - b. Adequate steps shall be taken to prevent accidents and injury to health occurring in the course of work by minimising the risks associated within the working environment.
 - c. Workers shall receive appropriate health and safety training.
3. Child Labour shall not be used.
 - a. There shall be no recruitment or use of child labour.
4. Living wages are paid.
 - a. Wages and benefits paid for a standard working week meet, at a minimum, national legal standards, or industry benchmarks, whichever is higher.
 - b. Wages should always be high enough to meet basic needs and to provide some discretionary income.
5. Working hours are not excessive.
 - a. Working hours comply with international laws and benchmark industry standards, whichever affords greater protection.



6. No discrimination is practised.
 - a. There is no discrimination practised in recruitment procedures, compensation, access to training, promotion, termination, or retirement based on race, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
7. No inhumane treatment is allowed.
 - a. Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.
8. Vickers Laboratories require suppliers to:
 - a. Accept responsibility for labour and environmental conditions under which products are made and services provided. This includes all work contracted or sub-contracted and that conducted by home or other off-site employees.
 - b. Assign responsibility at stakeholder level.

Both parties will:

- c. Produce and deliver their products and services in line with all applicable laws, local regulations and best industry standards and practices including all relevant anti-bribery and corruption within their country as well as any other applicable laws including without limitation the UK bribery act and the US Foreign Corrupt Practices act.
- d. Seek to ensure all employees are aware of their rights and involved in the decisions which affect them.
- e. Avoid discriminating against enterprises in developing countries.
- f. Recognise official regulation and inspection of workplace standards, and the interests of legitimate trades unions and other representative organisations.
- g. Seek arbitration in the case of unresolved disputes.
- h. Required to immediately cease activities when serious breaches of the policy and if appropriate, terminate the business relationship.

Paul Bottomley



Commercial Director

05/06/2023

