

BUNZL HEALTHCARE LABOUR STANDARDS POLICY

With the objective of protecting the workers' rights and workplace conditions, Bunzl Healthcare is committed to complying with the requirements of the Social Accountability Standard (SA8000) and other appropriate ethical sourcing standards. The company will be periodically revising its performance regarding the standard on the company itself and influence those who provide a product or service to the company, including suppliers, subcontractors, sub-suppliers and home workers.

This policy will be periodically reviewed by top management and distributed to worksites, interested parties and new employees.

To meet the appropriate standards, Bunzl Healthcare and its suppliers must follow the guidelines detailed below:

1 Children labour:

The company will not support the use of child labour. If a child was found to work in the company premises, he/she would be taken out of work immediately and enrolled in the remediation programme. Under aged workers, from 15 to 18 years old (or appropriate school age for specific country) will only perform low risk jobs, work outside school hours and time of transportation, school and work will not exceed 10 hours per day.

The company training plan includes training for managers on the subject of child labour and the other aspect of this policy.

2- Forced and compulsory labour:

The company ensures workers are not lockdown in the workplace and can safely leave if necessary. A secure place is provided to employees so that they can keep and have control over their valuables. Signing resignation letters upon joining the company or commencing employment is not allowed. Long term sponsored training is voluntary and prior to the agreement of the terms and conditions by both parts. Besides, the cost of the training will not delay or impede the workers' departure from the company.

If the employee resigns, the company will not withheld pay of already performed work or force the employee to work for a longer period than what was previously established by contract.

3- Health and Safety

Refer to the policy 'Environment, Health and Safety Policy Statement' (not relevant for suppliers).

4- Freedom of association

Workers have the right to join, form and organize any trade union of their choice or elect their worker representative under no influence or pressure from the company. Workers engaged in organizing employees will not be subject to any kind of discrimination.

The company will communicate the above to all its employees.

5- Discrimination

With the aim to avoid discrimination, in accordance with appropriate legislation, Bunzl Healthcare periodically monitors if there is any area where one gender is overly predominant and takes according action if this is found. Equal access to training programmes is guaranteed as an equal opportunities policy.

Where appropriate, suppliers should have a proactive anti-discrimination plan which includes gender/ethnic/cast neutral job advertisements, lower cast and minority ethnicities involved in interviewing teams and performance reviews.

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The company has clear procedures for reporting sexual harassment conducts and workers are aware of these procedures.

Pregnancy or virginity tests will never be used as a condition for employment. Only if required by law and to protect workers' health, tests will be performed.

6- Disciplinary practices.

Disciplinary measures will be progressive and will be used to promote a high standard of conduct, never to punish or humiliate.

The use of corporal punishment, mental or physical coercion or verbal abuse will not be tolerated. All employees will be treated with dignity and respect, in accordance with appropriate national legislation.

7- Working hours

Employees will work a maximum of 48 hours, not including overtime, which will be voluntary and have a duration of no more than 12 hours per week, or hours in accordance with appropriate national legislation.

Personnel will be provided with at least one day off every 6 consecutive days of working.

Regular and overtime weekly hours worked will be documented and registered.

8- Remuneration

The company respects the minimum wage regulated by national law and makes sure that all wages are sufficient to meet the basic needs of personnel. No deductions are made to the wages for disciplinary purposes.

Personnel's wages and benefits are paid in a convenient manner for the worker and regulated according to the national law.

The company will not use labour-only contract agreements or other schemes to avoid meeting its obligations to the personnel in accordance with appropriate national legislation.

9-Management system

Management will periodically review the adequacy, suitability and effectiveness of the policy and its performance results according to the Labour Standards Status Review.

Objectives and targets will be annually set and continually reviewed to ensure continuous improvement of the System.

All personnel employed will receive appropriate training regarding ethical sourcing.

Existing suppliers/subcontractors as well as new suppliers/subcontractors will be asked to comply with ethical sourcing standards and requirements. Evidence that procedures are in use will be sought through periodically auditing and monitoring of their results.

A system for addressing and investigating concerns regarding labour standards and monitoring the consequent actions is required in accordance with the appropriate national legislation.

The information included in this policy is made available publicly through the company to ensure transparency.

Signed:



Chris Wakeman
Managing Director Bunzl Healthcare

Date: 4th May 2017