



World Medica UK Ltd

Labour Standards Policy

Version: 1.0 Effective Date: 12 December
2025

Review Cycle: Annual

1. Purpose

This Labour Standards Policy sets out World Medica UK commitment to maintaining the highest standards of labour rights, ethical employment practices, and responsible supply chain conduct.

It ensures compliance with:

- NHS Supply Chain Framework 1610
- Modern Slavery Act 2015
- UK employment law
- International Labour Organization (ILO) Core Conventions
- Ethical Procurement & Labour Standards requirements

The policy applies to all employees, contractors, suppliers, and partners engaged in the distribution of medical devices within the UK.

2. Scope

This policy covers:

- All World Medica UK employees
- Contractors and consultants
- Recruitment agencies acting on behalf of WMUK
- All Tier 1, Tier 2, and Tier 3 suppliers
- Any subcontractors involved in manufacturing, logistics, or service provision

World Medica UK currently employs one UK-based staff member and does not use agency or temporary labour. This policy ensures future growth remains compliant and ethical.

3. Labour Standards Commitments

World Medica UK is committed to upholding the following labour standards across its operations and supply chain:

3.1 No Forced or Involuntary Labour

- No forced, bonded, or indentured labour
- No human trafficking
- No retention of passports or identity documents
- No recruitment fees charged to workers

3.2 No Child Labour

- No employment of individuals below the legal working age
- No hazardous work for young workers

3.3 Fair Employment Practices

- Written employment contracts
- Transparent terms and conditions
- Fair wages meeting or exceeding legal minimums
- Reasonable working hours
- Overtime paid in accordance with law

3.4 Safe & Healthy Working Conditions

- Safe, hygienic workplaces
- Adequate welfare facilities
- Risk assessments and hazard controls
- Training on health and safety

3.5 Freedom of Movement & Association

- Workers must be free to leave employment with reasonable notice
- No restrictions on movement
- Respect for workers' rights to join or form associations

4. Equality, Diversity & Inclusion

World Medica UK prohibits discrimination based on:

- Age
- Disability
- Gender identity
- Race or ethnicity
- Religion or belief
- Sexual orientation
- Pregnancy or maternity
- Marital status

Recruitment, promotion, and training decisions are based solely on merit.

5. Supply Chain Labour Standards

Suppliers must uphold equivalent labour standards and ensure these are applied throughout their own supply chains.

5.1 Supplier Requirements

Suppliers must:

- Comply with the WMUK Supplier Code of Conduct

- Provide evidence of labour standards compliance
- Maintain accessible whistleblowing channels
- Conduct due diligence on subcontractors
- Publish a Modern Slavery Statement (where required)

5.2 Supplier Risk Assessment

WMUK conducts annual labour-standards risk assessments based on:

- Geography
- Sector risk
- Regulatory maturity
- Corporate transparency

Suppliers are categorised as Low, Medium, or High Risk, with review frequencies ranging from 6–24 months.

6. Recruitment & Employment Practices

WMUK follows ethical recruitment principles:

- No recruitment fees
- No agency labour unless pre-approved
- Right-to-work checks for all employees
- Transparent job descriptions and selection criteria
- Induction covering labour rights, modern slavery, and whistleblowing

7. Whistleblowing & Reporting Concerns

WMUK maintains confidential reporting channels for employees, suppliers, and subcontractors.

Concerns may include:

- Labour exploitation
- Unsafe working conditions
- Discrimination
- Modern slavery indicators
- Fraud or unethical behaviour

No individual will face retaliation for raising concerns in good faith.

8. Monitoring & Continuous Improvement

WMUK monitors labour standards through:

- Annual policy review

- Supplier assessments
- Corrective action plans
- Board-level oversight
- Training and awareness programmes

Where non-compliance is identified, WMUK will:

- Issue corrective actions
- Increase monitoring
- Suspend or terminate supplier relationships if necessary

9. Governance & Accountability

The Board of Directors retains ultimate accountability for labour standards compliance.

The Head of Compliance is responsible for:

- Implementing this policy
- Conducting supplier assessments
- Managing corrective actions
- Reporting to the Board

10. Approval

This Labour Standards Policy has been reviewed and approved by the Board of Directors of World Medica UK Ltd.

Name: _____ **Title:** Director **Signature:** _____ **Date:** 02
June 2025