



LABOUR STANDARDS POLICY

*Labour Standards Assurance System for medical devices
Supplied within the NHS Framework Agreements*

Blue Box Medical is committed to conducting business in a legal, ethical and socially responsible manner. The standards are maintained within the Company and suppliers within the Company's supply chain.

These ethical standards cover:

1. Employment is freely chosen
2. Freedom of association and right to collective bargaining
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

As part of our commitment to quality and our ISO 9001:2015 standards we continually assess and monitor our own performance and those of our suppliers. Our aim is to ensure that standards are continuously improving.

The organisation commits to making available sufficient resources for the implementation of this policy and will designate a manager with responsibility for implementing and managing it. All staff involved with LSAS will receive appropriate training in order to carry out this responsibility. We encourage anyone within the Company or suppliers within the Company's supply chain to report suspected or actual occurrences of illegal, unethical or inappropriate behaviours or practices without retribution to the above address.

As a distributor of medical devices, Blue Box Medical recognise our obligation to provide our customers with high quality, professional goods and services at a competitive price whilst ensure that at no point is any person in any part of the supply chain exploited or treated in a way that breaks relevant employment legislation.

The aim of this policy is to promote understanding and awareness of employment laws and ethical standards. By detailing our labour standards to all parts of our supply chain we hope to develop better ethical standards by motivating our suppliers to adhere to it. Blue Box Medical will comply with all Employment Laws relevant to our business and all other Employment legislation. We will work towards the ETI Base Code and expect our suppliers, distributors and contractors to comply with local laws in all countries from which products are sourced.

Michael Coleman
Director

Mark Pedley
Director

Signed: 1 March 2018
Next Review: March 2019