



## Ansell Sandel Medical Solutions LLC Social Accountability Policy

Ansell Sandel Medical Solutions LLC (ASMS) supplies a range of medical devices throughout the world. These products include: Safety Scalpels, Scalpel Handle, Skin Markers, and Patient Transfer Devices. The company also undertakes a range of sub-contract services for medical device manufacturers and suppliers, including cleanroom packing and the management of sterilization services.

Resulting from its business operations, the Company acknowledges its obligations towards its customers, employees and the communities in which it works, and has decided to document its policy in relation to labor standards and for this document to be approved by ASMS Management.

ASMS's Management define this policy as relevant to the organization itself, its contractors, sub-contractors, suppliers and other parties engaged through the supply chain.

### Continual Improvement

ASMS commits to periodically review this policy in order to continually improve, taking into consideration changes in legislation, and any other requirements to which the Company subscribes, and in order to ensure the adequacy, suitability and continuing effectiveness of the policy. Specifically, the policy will be routinely reviewed at the Company's Management Review Meetings and will be integrated into its QMS.

To help it identify a defined set of minimum labor standards, the Company has particularly referred to the following resources:

- Social Accountability International's SA8000 document
- UN's Universal Declaration of Human Rights

These minimum labor standards are:

**Child labor** – the Company does not engage in or support the use of child labor. If the company engages any young workers (eg: on work experience), it will ensure that a suitable risk assessment is carried out and that young persons are not exposed to any hazardous conditions, or in any case work more than 8 hours per day.

**Forced & Compulsory labor** – the Company shall not engage in or support the use of forced or compulsory labor, or bonded or involuntary prison labor. Employees are free to leave upon reasonable notice.

**Health & Safety** – the Company shall provide a safe and healthy workplace environment and shall take effective steps to prevent potential accidents and injury to employees' health by minimizing, so far as is reasonably practicable, and in cooperation with its employees, the causes of hazards inherent in the workplace. All employees will receive safety and job specific instructions during the course of their employment with the company. Employees shall have access to clean sanitary facilities and drinking water.

**Freedom of Association** – the freedom of association is respected and the Company will comply with UK labor relations legislation in this regard.

**Discrimination** – the Company shall not engage in or support any discriminatory practices in hiring, remuneration, access to training, promotion, termination or retirement based on race, national or social origin, caste, religion, gender, sexual orientation, political affiliations, age or other conditions that could give rise to discrimination. The Company has an Equal Opportunities and Diversity Policy.

**Disciplinary Practices** – the Company shall treat all employees with dignity and respect. The Company shall not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed.

**Working Hours** – the Company shall comply with applicable laws and industry standards on working hours and holiday entitlements. The Company ensures all employees have the legal right to be employed.

**Remuneration** - the Company shall comply with national laws and regulations with regard to wages and benefits. All work related activities are carried out on the basis of a recognized employment relationship established according to national law and practice.

The Company also commits to:

- Compliance with relevant legal and other requirements to which it subscribes
- Ensure that all its key contractors, sub-contractors and suppliers are aware of this policy
- Make available sufficient resources for the implementation of this policy