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Labour Standards Policy

Introduction

It is the policy of Northwest Medical Ltd to conduct business in an honest and ethical manner. As part of that, we recognise our responsibility to ensure we have a clear labour standards policy.

Northwest Medical Limited is committed to the practice of responsible corporate behaviour. Through its business practices the Company seeks to protect and promote the human rights and basic freedoms of its employees and agents.

Further the Company is committed to protecting the rights of all those whose work contributes to the success of the Company, including those employees and agents of suppliers to the Company.

Purpose and scope of Policy

This Policy sets out our position on labour standards, specifically covering the following areas:

- Child Labour
- Forced or Compulsory (Slave) Labour
- Freedom of Association & Collective Bargaining
- Human Rights
- Health and Safety
- Discrimination
- Working Hours
- Remuneration
- Disciplinary Practices

These standards have been established for four key reasons:

1. To be an ethical organisation
2. To comply with legal requirements (including Human Rights Act 1998)
3. To ensure the provision of a high quality service for our customers
4. To protect the company reputation


Northwest Medical Limited commits to making sufficient resources available to implement and monitor this policy as appropriate to the nature and scale of its operations.

Policy Statement

This policy sets out the commitment of Northwest Medical Limited to ensuring that it maintains at least the minimum labour standards at all times.

Minimum Standards

The following minimum labour standards (Minimum Standards) have been devised by reference to Social Accountability International's SA8000 Standard and the UN Universal Declaration on Human Rights.

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Child Labour

Northwest Medical Limited does not and will not engage in or support the use of child labour (where a child is defined as any person under 15 years of age). If Northwest Medical Limited engages any young workers (e.g. on work experience ages 16-18), it will ensure that a suitable risk assessment is carried out and that young persons are not exposed to any hazardous conditions, or conditions unsafe to their physical and mental health and development. Nor will any young person be required to work more than 8 hours per day or during night hours.

Forced or Compulsory Labour

Northwest Medical Limited shall not engage in or support the use of forced or compulsory labour, or bonded or involuntary prison labour. Employees are free to leave after providing reasonable notice in line with their individual contracts of employment.

Northwest Medical Limited prohibits confiscation of workers original identification documents

No worker should pay for a job

Freedom of Association and the right to collective bargaining

Freedom of association is respected and Northwest Medical Limited shall comply with local labour relations in this regard.

All persons shall have a right to form, join and organise trade unions of their choice and to bargain collectively. Northwest Medical Limited shall respect this right and there will be no negative consequences and retaliation.

Northwest Medical Limited shall prohibit any discrimination, harassment or intimidation against any staff engaged in collective bargaining.

Human Rights

Northwest Medical Limited is vehemently opposed to the use of slavery in all forms, cruel inhuman or degrading punishments and any attempt to control or reduce freedom of thought, conscience and religion.

The Company will ensure that all of its employees, agents & contractors are entitled to their human rights as set out in the Universal Declaration of Human Rights and Human Rights Act 1998.


The Company will not enter into any business arrangement with any person, Company or organisation which fails to uphold the human rights of those affected by the organisation's activities.

Health and Safety

Northwest Medical Limited provides a safe and healthy workplace environment and shall take effective steps to prevent potential accidents and injuries to employee's health by minimising, so far as is reasonably practicable, and in cooperation with its employees, workers and other members of staff, the causes of hazards inherent in the workplace.

Northwest Medical Limited shall provide:

- An effective and up-to date Environmental Health & Safety Policy together with Induction and refresher training
- Personnel with appropriate personal protective equipment at its own cost

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- Training to allow personnel to undertake effective risk assessments relevant to their roles and working environments
- Qualified first aiders on each shift to assist in the event of a workplace accident
- Employees shall have free access to clean sanitary facilities and drinking water.

Discrimination

Northwest Medical Limited does not support any discriminating practices in hiring, remuneration, promotion or training based on gender, race, political belief, religion, sexual orientation, family responsibilities, marital status, union membership, age or any other factor that could give rise to discrimination.

Northwest Medical Limited shall not allow any behaviour that is threatening, abusive, exploitative or sexually coercive, including gestures, language and physical contact, in the workplace.

Working Hours

Northwest Medical Limited shall comply with applicable laws and industry standards on working hours, breaks and holiday entitlements (to include public holidays). Normal working hours do not exceed 48 hours per week, and overtime hours do not exceed 12 hours per week, with the relevant periods of rest similarly observed.

Northwest Medical Limited ensures that all employees have the legal right to be employed in the UK.

Remuneration

Northwest Medical Limited shall comply with national laws and regulations regarding wages and benefits. All work-related activities are carried out on the basis of a recognised employment contract established according to national law and practice.

All members of staff are remunerated in a way which is in excess of the national minimum wage in the UK.

Northwest Medical Limited shall not make deductions from wages for disciplinary purposes

All overtime is reimbursed at a premium rate, as defined by national law


Northwest Medical Limited shall ensure that personnel's wages and benefits are clearly and separately detailed in writing for each pay period. Personnel will be paid all wages and benefits in a manner convenient to them and not in delayed or restricted forms.

Northwest Medical Limited shall not use labour only contracting arrangements, consecutive short term contracts and / or false apprenticeship

Northwest Medical Limited prohibits

Disciplinary Practices

Northwest Medical Limited shall treat all employees and members of staff with dignity and respect. The Company shall not engage in or tolerate the use of corporal punishment, mental or physical coercion, harassment, intimidation or verbal abuse of personnel. No harsh or inhumane treatment is allowed and the Company shall ensure that no disciplinary procedure is operated except as per the Company's Dignity at Work and Disciplinary Policy.

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Northwest Medical Limited also commits to providing access to remedy, compensation and justice for victims of modern slavery.

- Compliance with relevant legal and other requirements to which the Company subscribes;
- Ensuring that all our key contractors, sub-contractors and suppliers are aware of this policy, we reserve the right to terminate our contractual relationship with any third-party suppliers if they breach this policy
- Making available sufficient resources for the implementation of this policy.

Responsibilities and raising concerns

The implementation and monitoring of this policy is the responsibility of the company directors.

Employees and associated persons are required to notify Northwest Medical Limited as soon as possible if it is believed or suspected that a conflict with this policy has occurred, or may occur in the future, or that they are a victim of another form of unlawful activity.

Review

The effectiveness and implementation of this policy will be reviewed as it is deemed appropriate, but no less frequently than every 12 months. Policy review will be undertaken by the directors of Northwest Medical Limited.

Printed and Signed Off By:

Ciaran Doherty Managing Director



06/08/2021