

# Unigloves

## Labour Standards Policy

UNI-POLS-18 | Revision 2 | 2 October 2018

Unigloves recognises our responsibility to operate and maintain an effective labour standards assurance system (the "LSAS") to protect the interests of our customers, employees, shareholders and other stakeholders.

This policy is our published commitment to:

- operate and maintain an effective LSAS;
- comply with all relevant legislation (whether in the UK or in any other country where we have a direct involvement);
- comply with the main principles for suppliers set out in the NHS Supply Chain Supplier Code of Conduct; and
- support the aims and principles of:
  - the United Nations Global Compact;
  - the United Nations Universal Declaration of Human Rights; and
  - the 1998 International Labour Organisation Declaration of the Fundamental Principles and Rights at Work.

This LSAS Policy aims to align with internationally recognized labour standards in relation to:

- Child labour
- Forced/bonded labour
- Non-discrimination
- Non-harassment
- Living wages
- Working hours
- Working conditions
- Freedom of association/collective bargaining

The directors and staff of the Company are committed to this policy and to the continuous improvement of our LSAS.

The directors of Unigloves have nominated Christopher Wahlers, Director, as the management representative having overall responsibility for overseeing and reviewing labour standards both within the company and within our local and overseas suppliers.

This policy will be reviewed annually as a function of the management system, and will be available to customers, employees, shareholders and other stakeholders.



**Chris Wahlers**

Director

2 October 2018