



## Accrington Surgical

### LSAS Ethical Policy Statement

## Accrington Surgical Instrument Suppliers Ltd Ethical Policy:

At Accrington Surgical Instrument Suppliers Ltd, we are committed to:

- A standard of excellence in every aspect of our business and in every corner of the world;
- Ethical and responsible conduct in all our operations;
- Respect the rights of all individuals;
- Respect the local environment:

We expect these same commitments to be shared by all our manufacturers, suppliers, agents and employees. At a minimum we require the following standards be met:

- 1. Involuntary Labour Manufacturers** or agents will not use any forced or involuntary labour, whether prison, bonded, indentured or otherwise.
- 2. Association** Manufacturers and agents will respect the rights of employees to associate, organise and bargain collectively in a lawful and peaceful manner, without penalty or interference.
- 3. Health and Safety** Manufacturers and agents will provide employees with a safe and healthy workplace in compliance with all applicable laws and regulations, ensuring at a minimum reasonable access to canteen and sanitary facilities, fire safety and adequate lighting and ventilation.  
**Protection of the Environment** Manufacturers and agents will comply with all applicable environmental laws and regulations.
- 4. Child Labour** Manufacturers and agents will not use Child Labour Punjab Restriction on Employment of Children Act 2016, promulgated first as an Ordinance in July 2016, prohibits employment of children (under the age of 15 years) in any type of establishment. This Act further restricts the employment of adolescents (under 18 years) in any hazardous work.
- 5. Compensation and Remuneration** We expect the manufacturers and agents to recognise that wages are essential to meeting employees' basic needs. Manufacturers and agents will at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, maximum hours, piece rates and other elements of compensation and remuneration.
- 6. Working hours** We expect the manufacturers and agents to ensure workers are not exposed to more than legalised working hours, they should not be penalised influenced or forced to work overtime. All overtime should be under working time directive for the country of operations with the required breaks

provided. All over time should be compensated according to legislation. It is the responsibility of manufacturer that piece workers are not exceeding the legal working hours.

- 7. **Non-discrimination** Manufacturers and agents will not discriminate in hiring and employment practices, including salary, benefits, advancement, discipline, termination or retirement, on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion or disability.
- 8. **Subcontracting** Manufacturers and agents may use subcontractors only if maintain the transparency and provide information of subcontractors as required or requested for due diligence by officials at Accrington Surgical Instrument Suppliers Ltd.
- 9. **Coercion and Harassment** Manufacturers and agents will treat each employee with dignity and respect and will not use corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal harassment or abuse.

**Other Laws** Manufacturers and agents will comply with all applicable laws and regulations, including those pertaining to the manufacture, pricing, sale and distribution of merchandise.

**Monitoring and Compliance** We have designated agents (third parties) who will monitor activities to confirm compliance of this Ethical Policy, this will include unannounced on-site inspections. Manufactures and agents will make their premises, staff and books available for inspection to demonstrate compliance of this policy.

**Publication** Manufacturers and agents will take appropriate steps to ensure that the provisions of this policy are communicated to employees, including the prominent posting of a copy of this document, in a place readily accessible to employees at all time.

Supplier: .....

Signed: ..... Date: .....

ASISL (Director).

Signed: ..... Date: .....