

ASEP Healthcare Supplier Code of Conduct

Our Supplier Code of Conduct outlines the standards and behaviours we expect from our suppliers.

1. **Compliance with Laws:** Suppliers must comply with all applicable laws and regulations, including those related to labour, human rights, and anti-slavery.
2. **No Forced Labour:** Suppliers must not use forced, bonded, indentured, or slave labour.
3. **Fair Treatment:** Suppliers must treat all workers with respect and not engage in or permit corporal punishment, threats of violence, or other forms of physical, sexual, psychological, or verbal harassment or abuse.
4. **Fair Wages:** Suppliers must pay at least the minimum wage required by applicable laws and provide all legally mandated benefits.
5. **Working Hours:** Suppliers must ensure that workers do not work more than the maximum hours of daily labour set by local laws.
6. **No Child Labour:** Suppliers must not use child labour. The supplier employs no children under the age of 15. If national laws or regulations allow children between the ages of 13 and 15 to perform light work, such work is not permitted under any circumstances if it would hinder a minor from the completion of compulsory schooling or training, or if the employment would be harmful to their health or development (*reference: ILO Convention 138(7)*).
7. **Freedom of Association:** Suppliers must recognize and respect any rights of workers to exercise lawful rights of free association, including joining or not joining any association.
8. **Health and Safety:** Suppliers must provide a safe and healthy working environment.
9. **Discrimination:** The supplier does not discriminate based on race, religion, disability, age, sexual orientation or gender.
10. **Health and Safety:** We expect our suppliers to strive to implement the standards of occupational health and safety at a high level. The supplier complies with applicable occupational health and safety regulations and provides a work environment that is safe and conducive to good health, to preserve the health of employees and prevent accidents, injuries and work-related illnesses.
11. **Improper Payment/Bribery:** The supplier shall comply with international anti-bribery standards as stated in the United Nations' Global Compact and local anti-corruption and bribery laws including The Bribery Act 2010.
12. **Environment:** The supplier shall comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment. We expect our suppliers to take climate protection appropriately into account in their operations by setting carbon reduction goals and monitoring compliance.

We reserve the right to terminate our relationship with a supplier if they do not adhere to this code.

ASep assures its' commitment to human rights, transparency, and integrity. We will continue to strive for excellence in this area, ensuring that our business operations and supply chains remain free from modern slavery and human trafficking.

A circular stamp for Asep Healthcare Limited. The outer ring contains the company name. The inner circle contains the following text: 'Unit 18, Tipton Way, Wavertree Business Village, Liverpool L13 1DA', 'EN-ISO 13485:2016', 'Certificate: MD667988', and 'COMPANY NUMBER: 0451934'.

Ian Mawhinney

For and on behalf of
Asep Healthcare Limited