



Lawmed Corporate and Social Responsibility Statement

At Lawmed we take our corporate and social responsibility very seriously. This policy encompasses our employees, suppliers, customers and our wider community.

Employees

As per the human rights act of 2010, Lawmed is committed to providing equal opportunities in employment and to avoiding unlawful discrimination in employment or to customers.

In endeavouring to become an equal opportunity employer we intend that no job applicant or employee shall receive less favourable treatment because of their gender, marital or civil partnership status, sexual orientation, colour, race, ethnic origin, religion, disability or age; not be disadvantaged by any other conditions or requirements which are irrelevant.

There will be equal opportunities in the recruitment, training and development and promotion of employees. The company also strives to ensure that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect is an important aspect of ensuring equal opportunities in employment.

If any employee considers that they have been unfairly treated, they may make a complaint which will be dealt with through the Company's grievance procedure.

Lawmed will not utilise Zero Hours contracts, we are committed to the living wage as a minimum. Lawmed will offer flexible working hours wherever possible and we pride ourselves on our family friendly approach with regard to colleagues.

All employees are issued with our staff handbook which sets out our health and safety, training, HR and governance policies. (A copy of our handbook is attached with this document.)

Suppliers

As a distributor we work with manufacturing partners from all over the world. We expect our partners to exhibit the same high employment and procurement standards that we abide by here. Our suppliers are required to comply with our codes of conduct in relation to ethical procurement, environmental practices, anti-bribery, employment rights and work force policies. We visit all our suppliers to inspect their facilities on an annual basis. (Our Ethical sourcing and audit documents are attached with this document.)

Sustainable and Ethical procurement

Lawmed's commitment to Global Citizenship includes our procurement activities. We recognize that purchasing decisions present an opportunity to have both a social and environmental impact, which supports doing business in a responsible and sustainable manner. Our values around Sustainability Procurement include, but are not limited to, the following: Legal and Regulatory Compliance:

Advancing surgical possibilities

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Company registration number: 3928724. VAT number: 766027227



All companies doing business with Lawmed must ensure that their operations are in compliance with applicable local and international laws and regulations. Additionally, they must agree to abide by our Supplier Code of Conduct, which reflects our company's expectations about ethical business and employment practices.

Environmental Performance:

With the co-operation of our employees, customers, contractors, and suppliers, we are committed to environmental management and we incorporate environmental considerations into our procurement processes. We encourage our suppliers to use environmental performance data to make informed choices, assess options with lower environmental impact and utilise environmentally preferable practises.

Procurement Integrity:

Lawmed is committed to ethical business conduct and the responsible sourcing of materials throughout our global supply chain. On issues ranging from factory safety to conflict minerals, we expect the highest standards from our suppliers in relation to international best practices. Lawmed encourages all suppliers to adhere to the EICC Supplier Code of Conduct, which is designed to promote worker safety and fairness, environmental responsibility and ethical business. Lawmed rigorously observes fair business practices to promote and protect healthy competition. Through our partnerships and industry collaborations.

Anti-bribery:

It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our dealings wherever we operate. We are also committed to implementing and enforcing effective systems to counter bribery.

This policy applies to all individuals working at all levels and grades, including senior managers, directors, employees (whether permanent, fixed-term or temporary), consultants, contractors, and any other person providing services to us.

Acts of bribery or corruption are designed to influence an individual in the performance of their duty and incline them to act in a way that a reasonable person would consider to be dishonest in the circumstances.

Bribery can be defined as offering, promising or giving a financial (or other) advantage to another person with the intention of inducing or rewarding that person to act or for having acted in a way which a reasonable person would consider improper in the circumstances.

Corruption is any form of abuse of entrusted power for private gain and may include, but is not limited to, bribery.

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Bribes are not always a matter of handing over cash. Gifts, hospitality and entertainment can be bribes if they are intended to influence a decision.

Gifts and Hospitality This policy does not prohibit giving and receiving promotional gifts of low value and normal and appropriate hospitality. However, in certain circumstances gifts and hospitality may amount to bribery and all employees must comply strictly with this policy. We will not provide gifts or hospitality with the intention of persuading anyone to act improperly or to influence a public official in the performance of his duties.

Employment standards. We adhere to the highest international employment standards and expect the same from all of our overseas manufacturing partners. These include but are not limited to specifications appropriate to the industries and countries manufacturing the products. It is the supplier's responsibility to achieve and maintain these standards:

Workforce Rights

The people working for our suppliers are to be treated with respect, and their health, safety and basic human rights must be protected and promoted. Each supplier must strive to comply with the ETI base code and with all relevant local and national laws and regulations. Lawmed and its suppliers comply with legal requirements and adopt the following moral principles regarding Ethical Procurement:

- Lawmed and its suppliers comply with all national and other applicable laws and regulations. Where the national law and this Standard are in conflict, the highest standards consistent with national law are applied
- Where the provisions of law and this Standard are not in conflict but address the same subject, the provision, which affords the greatest protection to people and the environment is applied
- There is no forced, bonded or involuntary prison labour
- All employees without distinction, have the right to join or form trade unions of their own choosing and, where a significant proportion of the workforce agree, to bargain collectively
- Employees' representatives are not discriminated against and have access to carry out their representative functions in the workplace
- Lawmed and its suppliers do not participate in Child Labour
- Children and young persons under 18 shall not be employed at night or in hazardous conditions
- Wages paid for a standard working week meet or exceed national (or, where applicable, local) legal standards

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- All workers are provided with written and comprehensible information about their employment conditions in respect to wages before they enter employment and the particulars of their wages for the pay period concerned each time that they are paid
- Deductions from wages as a disciplinary measure is not permitted
- Deductions from wages not provided for by national law are only permitted with the expressed permission (without duress) of the worker concerned
- All disciplinary measures are recorded
- Standard working hours comply with national laws and national benchmark industry standards; whichever affords greater protection to the employee
- All Employees are not, on a regular basis, required to work in excess of 48 hours per week and are provided with at least one day off for every 7-day period on average
- Overtime requested by the employer is voluntary and must not be requested on a regular basis
- A policy of equality for all is in place and there is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, religious beliefs, union membership or political affiliation
- To every extent possible, work performed is on the basis of recognised employment relationships established through national law and practice
- Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship are not avoided
- Examples include the abuse of labour-only contracting, sub-contracting, or home-working arrangements, through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, or the excessive use of fixed-term contracts of employment
- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse of other forms of intimidation is prohibited

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Local Community

At Lawmed we are committed to supporting our local communities. We support many local initiatives in the local community. We take great pride in supporting and sponsoring our local junior sports teams. We have also support international aid initiatives and we have sent medical aid packages and supplies to the less fortunate parts of the globe.

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